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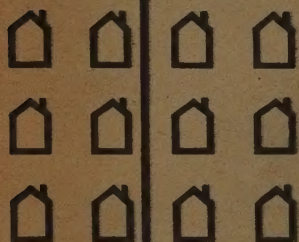
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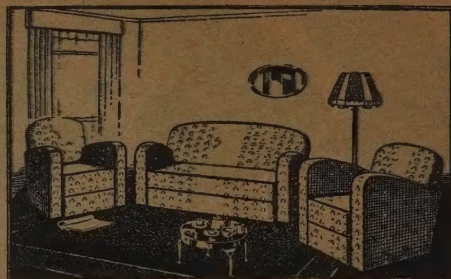
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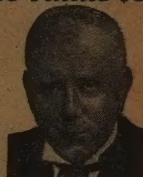
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Local Government Service

JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

NO. 3 VOL. XXV MARCH 1948 THREEPENCE

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THE DREAM—AND THE BUSINESS

THE award of the National Arbitration Tribunal on the staff side claim for improvements of the Charter scales on consolidation is a disappointment to all save the minority of members who receive some benefit. For two years, all in the General Division and most on Clerical, Miscellaneous, and A.P.T. scales, have been fighting a losing battle against rising prices, buoyed by the hope of some amelioration of their lot when the claim for a higher bonus had got through the National Joint Council. That claim was submitted to the employers at the earliest possible date after the adoption of the Charter. For twelve months it pursued its tortuous course through the executive, the full Council, back to the executive, and back to the Council again, until, finally, it reached the National Arbitration Tribunal, there to be argued by leading Counsel on both sides for two days, supported by massive memoranda. The mountain was in labour—and brought forth a mouse: higher rates for juniors at the bottom of the General Division, an extra £25 (after two years) at the maximum of the General Division, £20 more in the Clerical Division, £10 more (giving full equality) for women in the A.P.T. Division, and for the rest, merely a rounding off of bonus to give a rise of four shillings a year—and with the parallel issue of London weighting referred back for further negotiation.

Recrimination No Help

Naturally, members are disappointed, hurt, and angry at this end to their hopes. Some are being tempted to seek scapegoats and to indulge in recrimination. But is that wise—and will it help? It is easy to blame the N.E.C. and the Staff Side of the National Joint Council for what has happened. Yet it is a fact that the N.E.C. has been consistently reluctant to take the bonus claim to arbitration. It was the action of branches, in organising a widespread revolt, calling for a special Conference, and demanding submission of the case to the tribunal, which forced its hand. Against its better judgment it acceded to popular clamour—and this is the result. The service is now tied to an award which, in the light of the Government's policy on wage-freezing, there will be little prospect of improving for a considerable time to come.

Nor, if we are to indulge in recrimination, would Conference itself go unscathed. It submitted to the N.E.C. last year two mutually destructive references, the one calling for higher London weighting, the other for Provincial weighting, too. The N.E.C. wished to establish the first before complicating the issue with the second—and had it been allowed to do that, it might well have succeeded in securing worth-while additions for London members upon which it could have based a later claim for those in provincial cities. But that it was not allowed to do—with the result

that both claims are now referred back for further negotiation.

Conference, we suggest, was at fault also in pitching its demands too high in present circumstances. In requiring its negotiators to insist on an all-round increase, modest, no doubt, individually, but substantial in the aggregate, it stiffened the resistance of the employers and jeopardised prospects of success by leading them to the view that no agreement was possible by negotiation. If there is a lesson to be drawn from the failure it is that we should appoint good negotiators and, having done that, leave them to do the job, not to attempt, by Conference resolutions, branch and district agitation, threats and demands, so to tie their hands that they have no freedom of action.

Some Benefits of Award

Nevertheless, the failure is not complete, and the award has some good features. The new rates for juniors are higher than the employers offered. The advance in both maximum and age-range of the General Division is a substantial improvement, not so much in the cash it provides immediately as in the prospects it offers for future advance. The award has brought local government officers nearer to the civil service than they have ever been—from 17 to 29, the General Division and the civil service provincial clerical division are identical for men, save at age 23, when the local government officer goes £5 ahead, though for women local government still lags a good way behind. On the other hand, women now attain, for the first time, complete equality with men in the A.P.T. grades—which is more than they have yet secured in the parallel grades in the civil service.

And, most important gain of all, the award sets the seal of the National Arbitration Tribunal upon the Charter scales as it has revised them, making adoption of those scales legally binding upon every local authority party to the dispute. Hitherto, they have been, legally, recommendations only, which a local authority was free to reject if it wished. True, it was possible for the Association to secure their enforcement in any particular instance by declaring a dispute under the National Arbitration Order and taking the recalcitrant authority to the Tribunal, but that was a cumbersome procedure. Now, with the authority of this award behind them, the scales have the force of law, and can be imposed upon an authority refusing to adopt them by the simpler process of procedure through the Court. This is valuable, particularly in times of threatened economic depression.

Notwithstanding these real gains, however, we agree that the award falls far short of members' hopes and legitimate claims. What is to be done—for, surely, the only wise

course now is bury the past and, rejecting unprofitable recrimination, to look to the future?

First, we must rid our minds of any illusion that we can successfully press for further general improvements in Charter scales for a long time to come. If the award is binding upon local authorities, it is equally binding upon their staffs—and the employers can be relied upon to recognise the force of that argument. Moreover, Government policy, now accepted by the T.U.C., and the nation's economic plight, combine to veto any further general wage increases in the immediate future. Some members suggest that we should campaign for a reversal of that policy, but such a course, we suggest, would be as futile as it would be economically unsound.

Must we, then, accept the position, and our plight, as hopeless? By no means. The solution is contained in the article by "Critic," which we publish on another page this month. His proposal is that we should accept the Charter scales as they now stand (subject to any improvements in weighting and any extension of the limits of the scales beyond £700 which it may be possible to negotiate) as a satisfactory general wage settlement, and work for individual improvements within it. This is a line of policy which was advocated from the platform at Conference and which many consider should have been followed from the start, after securing—as there was prospect that we could have secured—certain specific improvements in the lower grades and in London weighting.

Better Grading the Key

After all, the only fixed scale in the Charter is the General Division, designed for routine clerical workers only and, since that is now generally equivalent to (and, in London, better than) the civil service clerical scale, the prospects of improving it substantially would be remote, apart from the award and the wage-freezing policy; moreover, in relation to pre-war standards in the service, and to current standards for routine clerical workers outside it, it is not a bad scale save in the sense—as the "Manchester Guardian" and the "Economist" have recently pointed out—that all middle-class salaries are inadequate to-day. Beyond the General Division, the salaries scheme is no more than a flexible system of scales and grades into which appropriate ratings for particular jobs may be fixed. We cannot change the scales—but we can change the gradings—and that is what we must now strive to do.

If it is true, as many allege, that officers doing technical and administrative jobs are being graded in the General Division, if it is true, as has often been argued, that local authorities have effected grading within the Charter not by assessing the value of each post by putting each officer into the grade

nearest his former salary, then the remedy lies, not in a general increase in bonus or salaries, but in better grading of individual jobs. That will impose more work on individual appellants, on branches, on grading and appeals committees, and it may take time. It is much easier to send a resolution to Headquarters, or to put down a motion for Conference, demanding higher pay all round, to leave it to others to negotiate the claim, and to accuse them of weakness or inefficiency when they fail. But the easy course, as the award has shown, is also the useless course.

The Machinery is There

Let us now, therefore, turn our attention to grading. Let every officer consider his own position, let every department, every branch, every district committee, every provincial council staff side, re-examine the position in its own authority or area, and, wherever it is unsatisfactory, act. The machinery is there. The Charter provides for appeal to the local authority, to the provincial council, to the National Joint Council and, in the last resort, to the National Arbitration Tribunal. And the last-mentioned has just, as we record this month, greatly strengthened the position by deciding that the decision of a provincial council appeals committee must be accepted by a local authority.

Our aims are a better service and a reasonable salary for every officer in it. If we can, by using the machinery available, secure that every officer acquires the training he needs to make full use of his abilities, and attains the appropriate grade for his post, we shall achieve those aims, regardless of wage-freezing, regardless of disappointing awards. It is a sensible solution, a scientific solution, a practicable solution. The dream of easy money from a general bonus increase is over. The business of winning a fair reward for services rendered remains. Let us to business!

Passport to Promotion

OF some help in that business will be the new list of examinations approved as passports beyond the General Division, published this month. In future, every candidate for promotion will be required to have passed either the new promotion examination, or the final examination of any one of three-score professional qualifying bodies. This is a hard decision, particularly to-day when the reward for years of study may be—at first—merely translation from General Division, with its maximum of £385, to A.P.T. I, with a maximum only £50 higher, and many may feel that the service is becoming hag-ridden with examinations. But this, we suggest, is a narrow view. It may be that the existing examinations are too academic and specialised, that success in administration calls for qualities which the present system leaves untested. But that is an argument for improving the tests, not for scrapping them or reducing their standard. What the decision of the Examinations Board does mean is that, in future, the local government service will demand, in all grades save clerical, academic standards little, if at all, short of those demanded by the so-called learned professions. But if local authorities are to insist on professional standards, they must pay professional salaries for them. That is the real lesson of the new examinations list. It will call for harder work; but that harder work, if we utilise it aright, will mean higher rewards. Therein, we suggest, lies the key to the future: not the flat-rate increase, the demand for which arouses united opposition from employers and public and which is difficult to justify, but the fair individual reward for qualification and achievement, which provides the incentive to ambition and the rightness of which none can challenge.

A Business Man's View

STRONG support for this vision of a more efficient and better paid public service—which, after all, is the guiding principle behind the charter—was provided by F. C. HOOPER, the well-known business consultant and former director of business training at the Ministry of Labour, at a recent Institute of Public Administration conference. If the vast new responsibilities of the public service were to be adequately met, he said, a new staffing policy was needed: the best must be rewarded and the mediocre got rid of. Demotion, and even dismissal, must be made a normal feature of public employment.

It was notable that in the subsequent debate no criticism of this view was put forward by the civil servants and local government officers who made up Mr. Hooper's audience. The development of social security measures and the growing recognition of the need for higher standards of efficiency have apparently weakened the old dogged determination to stick to "a job for life."

Higher salaries to balance the reduction in the expectation of permanency would be well justified, Mr. Hooper thought, when set off against the present cost of the dead, or near-dead, wood in the senior levels. He denied that his policy would put the clock back; he saw no evidence that public officials enjoying 100 per cent. security looked happier or lived fuller lives than business colleagues on a three months' or three years' basis.

Trade Unions and the Crisis

THE value of joint consultative machinery came under discussion throughout the conference. ARTHUR HORNER, general secretary of the National Union of Mineworkers, described the achievements in this field within a nationalised industry. While emphasising that trade unionism as a negotiating instrument must remain independent to protect the economic interests of its members, he argued that it nevertheless acquired a new social responsibility under nationalisation, especially in such a crisis as the present. Trade unions must fight to-day on two fronts—against the employing authority on service conditions and with it in endeavours to raise industrial efficiency.

In mining, machinery of joint consultation had been set up in three tiers: at national level, the National Coal Board and the N.U.M. were in full co-operation and divisional consultations were working equally well. At the basic level, in the pits, co-operation was still embryonic, but it was growing, and in Mr. Horner's view was likely to provide the final answer to the problem of production and so the solution of our economic crisis.

We still await comparable consultation in local government. The National Joint Council, the provincial councils, and local joint committees all confine their activities almost entirely to service conditions. Apart from education—a big exception, certainly—when has any one of them considered, or made plans, for improvement in the quality, the efficiency, or the contribution of local government service. Here is a huge field of work, at present unexplored. Is it not time we sought to cultivate it?

Public Health Centenary

A year ago we celebrated the centenary of the first medical officer of health in Britain—and, probably, in the world. This year we celebrate the official centenary of the public health service, initiated nationally by the passing of the Public Health Act of 1848. It is to be done on a lavish scale, in relation to national difficulties, and work is now well ahead on the big exhibition which the Central Office of Information is to stage at the Government Exhibition site at Marble Arch in May and early June.

Preliminary information suggests that this exhibition will be both comprehensive and fascinating. Entering through a squalid cellar in which will be depicted some of the horrors of a century ago, the visitor will see, vividly presented, a summary of the astounding progress of the past hundred years in the fields of preventive and curative medicine. A large section will be devoted to the work of the public services to-day, including the activities of the medical officer, sanitary inspector, health visitor, food and drugs inspector, and their many associates, and of the hospital, maternity and child welfare, school, and port medical services, and, at the end, in striking contrast to the gloomy entrance, will be a glowing sunlit representation of the still better services of the future.

The historical section will later visit about half a dozen of the biggest provincial cities, there to be included in local health service exhibitions: the rest, unfortunately, will be too big to be moved. All the more reason, therefore, why provincial local authorities should organise independent local exhibitions of their own services, showing what they have done, what they are doing to-day, and what they hope to do tomorrow. The health department sections of the many local government exhibitions held in the past three years have indicated what a wealth of enthralling material and information the medical officer can produce when he tries. Cannot branches now turn their public relations committees on to the job, seek to interest their local authorities and, when they have done that, throw the full resources of the branch into organising an exhibition that will tell the story of the service in terms as vivid and exciting as the subject warrants?

Membership Now 170,960

FINAL figures of NALGO's membership on October 31 last show that it reached the remarkable total of 170,960—an increase of 24,903 on the previous total. Of the total, 48,788 are women.

No less interesting are the details, disclosed by the subscription figures, of the salaries (including bonus) upon which subscriptions are based. The scale, compared with 1939, is as follows:

Scale	Salary (no bonus)	Membership 1939%	1947%
I	Up to £52	6.22	.31
II	£53—£120	17.94	7.14
III	£121—£260	45.96	23.78
IV	£261—£350	15.97	28.11
V	£351—£450	6.88	22.14
VI	Over £450	6.45	16.27
Retired Members		1.58	2.25

In other words, whereas, in 1939, 69 per cent. of NALGO members were earning less than £260 a year—and 23 per cent. less than £120—with only 13 per cent. getting more than £350, to-day 67 per cent. are getting more than £260 and 38 per cent. more than £350. Most of those recorded last year as earning £52 or less were members on unpaid leave of absence to undertake training courses as teachers.

We apologise to Eastern district, inadvertently omitted from the provisional list of district membership increases last month. In fact, it had the second highest percentage increase—from 7,052 to 8,661, a jump of 22.8 per cent., being beaten only by Southern district with a rise of 25.6 per cent. This is a fine achievement.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in this journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

Bonus Claim Has Failed—But a New Wage Policy Should Bring Benefit to Many

By "CRITIC"

We start this month a new feature—a personal commentary on NALGO affairs, written by an independent but knowledgeable member who, as his pen name indicates, approaches his subject in a spirit of constructive criticism. He discusses the failure of the bonus claim and suggests a new policy which should bring benefit to many.

NOW that the arbitration award has brought a pause in the long controversy over consolidation and bonus—or at least, has altered its basis and direction—NALGO should take stock of the position and reconsider its tactics.

To my mind, the most surprising factor during the past two years has been the high hopes placed by members on the possibility of a substantial increase in the bonus, and the implicit assumption that a claim for more bonus for all was not only justified by the facts, but was the most hopeful and, indeed, the only way of raising salary standards. The meagre results of arbitration have destroyed that illusion. But why should it have existed at all? Salary levels in the equivalent of the General Division in the civil service and other comparable occupations certainly did not provide an unanswerable case, and the attitude of the N.E.C. towards arbitration can hardly have given the impression that it was confident of the result.

In fact, there are obvious dangers in the policy of trying to secure more for everybody all at once—which is what a campaign for more bonus means. Such an all-out offensive along the whole front was certain to stimulate the strongest possible opposition from the employers—and whether their estimate of £3,250,000 as the cost of the staff side application was accurate or not, the cost would certainly be big enough to dwarf all other considerations in their minds. Moreover, even had the offensive been successful, the amount of benefit to each officer would have been small—a maximum of about 8s. 6d. a week, after deduction of tax, and less than that for the majority. This would have been a final instalment—the more-bonus campaign could not have achieved any further successes. Finally, a bonus claim is not the only tactic which can raise our standards, and is not the most appropriate to our conditions.

Better Grading The Key

There is an obvious alternative, and now perhaps we shall give more attention to it. Instead of a spectacular offensive to get something-for-all at one go, let us accept the present framework of the grading scheme, but try to secure piecemeal improvements in the salary standards and, above all, in the grading of posts. The Charter has been accepted nominally by practically all local authorities, but we all know how it is being implemented. If a post happens to be occupied by a man of 30 or younger, for that reason alone, in many instances, it has been classified in the General Division—though the fact that the occupier of a post is 40 or 50 or 60 has certainly not meant that the post has been graded above the General Division. Too often, however, if a man is under 30, he has been graded: if he is over 30, his job has been graded. In grades above the General Division, the grading was frequently carried out by placing the officer in the grade comparable with his pre-Charter salary, with no attempt to re-assess his duties in the light of the new standards fixed by the Charter.

What have we, as a trade union, done to remove those anomalies? It is no answer to point to the number of appeals to the disputes panels of the provincial councils; those appeals have usually been on the individual initiative of dissatisfied officers and not as the result of carefully considered branch policy. And when justifiable appeals have been successful they have rarely been followed by efforts to secure the general re-

THE AWARD

Scales affected by the National Arbitration Tribunal's Award are shown below (with bonus consolidated). They took effect from January 1.

GENERAL DIVISION

Age	Men	Women*	Age	Men	Women
16	135	108	25	290	234
17	140	112	26	305	246
18	160	128	27	320	258
19	180	144	28	335	270
20	200	160	29	350	282
21	220	178	30	360	290
22	245	198	31	370	296
23	260	210	32	385	308
24	275	222			

CLERICAL DIVISION

Men £395—£540. Women £316—£452.

HIGHER CLERICAL DIVISION

Existing scales consolidated by the addition of £60 for men and £50 for women.

A.P.T. DIVISION

Existing scales consolidated by the addition of £60 for both men and women (bringing women into complete parity with men).

*The existing provision allowing employers to apply General Division scales to women without strict reference to age will continue.

grading of comparable posts in the same local authority.

Branches should be constantly reviewing the grading of their own authorities with a view to advising and supporting appeals where they are justified; there should be a constant interchange of grading schemes and information about grading and re-grading between branches of comparable authorities, because it is only by such comparisons that the validity of appeals can be assessed. By this means individual officers and groups of officers could be helped to secure progress and more direct financial benefit than they could hope to attain by a shilling or two a week on the bonus.

This policy has a major advantage over the all-out offensive on bonus: because it does not seek to alter the framework of the grading scheme and does not at any one point make spectacular demands on the ratepayers, it will not rouse the concerted opposition of the local authority associations.

Why then have we not vigorously pursued it, as an accompaniment, or an alternative, to the bonus campaign? The answer, I am afraid, is that it is easy for branches and districts to pass resolutions urging Headquarters, the N.E.C. or the staff side of the

National Joint Council to show more initiative in getting an increase in bonus, but much harder themselves to undertake the arduous, even if ultimately more profitable, task of securing improvements in individual grading.

But now that the bonus issue is closed, for the time being at least, we shall be forced to this other tactic, if we are to do anything at all. My suggestion is that we should adopt it, cease our unrewarding efforts to raise the standard of the General Division, and concentrate on getting more and more people out of the General Division at an earlier age.

Such a policy would be much more in keeping with the realities of local government. In productive industry, an operative, unless he makes a complete change of job, will, after his apprenticeship, get the same rate for the same job at 21, 41, or 61 years of age. His wage standard can be raised only by getting an over-all increase in wage or bonus for all men doing the same job, and the all-out offensive on wages or bonus is, therefore, the only tactic for his union. But in an administrative profession, and especially in local government with its endless variety of duties and responsibilities and, consequently, its relatively complex grading scheme, the rate of progression through the grades may be much more important than the rate of salary at any particular point in them. There are blind alleys in local government, of course, but it should be our policy to get rid of them, not to legislate for them.

It is this basic difference between administration and most other occupations which makes comparisons unreal and of little service to us. It may be true that the factory operative has had a greater percentage increase in income in the last ten years than the General Division local government officer, but what is more important to us is what proportion of General Division clerks of ten years ago have ceased to be General Division clerks, and how quickly and how far they have crawled up the grading ladder. Our policy should be directed to helping them up as quickly and as far as possible.

Alliance With Other Workers

This is not the only moral to be drawn from the arbitration proceedings. The employers' reference to "salaried staffs who, in view of their generally non-productive occupation, must inevitably have a low priority in the special circumstances of the moment in the distribution of surplus income" is a plain warning. If, for the time being, at any rate, we are to be a relatively despised class of "non-producers," comparison between our standards and the standards of "producers" will be of limited value to us: our standards are clearly to be governed by the relatively low standards of other administrative workers. Therefore, we must ally ourselves with those other workers to secure that, by united and possibly more forceful efforts than we have adopted in the past, we obtain recognition of the fact that in a complex modern social organisation the administrative worker is as essential as the direct producer of commodities and equally entitled to his fair share of "surplus income." This implies a much closer association and a more considered alignment of policy and co-ordinated action with other trade unions of administrative workers than we have had hitherto. This policy development is for the N.E.C. to handle at the top level; whether it can best do that inside or outside the T.U.C. is perhaps another question.

Teach Civics Through Puppets—A New Idea In Public Relations



Before the show—the feminine touch is needed to give just the right slant to Mrs. "Puppet" Citizen's hat.

In the past we have recorded many original ways of interesting citizens in local government, from brains trusts to pageants, from quiz competitions to civic plays. Here is the most original yet—a municipal puppet theatre, capable of wide development.

By H. G. MERTEN, Entertainments Officer, Stoke Newington

ANY town, any group of people, a NALGO branch, a school, or a body of citizens, can run its own theatre. It need cost only a few pounds, and the cost may be converted into a profit if, instead of live actors, puppets are used.

The ancient art of puppetry, hitherto little practised in this country (although it is today rapidly growing in popularity), has long been regarded on the Continent and in America as an artistic medium of creative expression. Its scope is wide and the most elaborate theatrical effects can be convincingly produced on the miniature stage. In some ways, indeed, the puppet theatre can "out effect" the live theatre, particularly in the realms of fantasy, and it can effectively be used for drama, slapstick, variety—and for education.

This last-mentioned use should appeal particularly to branch and municipal public relations officers. At Stoke Newington, we are preparing safety-first plays for children, and hope before long to put on a council meeting. But there is no reason why the idea should not be greatly extended. With the aid of the puppet theatre, "Johnny Citizen" could be taken on a tour of all Corporation departments to find out what he gets for the rates; local civic history could be brought to life; the work of committees explained in dramatic and interesting terms; and every aspect of local administration given a new fascination. Members of the branch and of the puppet theatre group could write and perform their own plays, sketches, musical shows with civics as their theme—and would, no doubt, learn much themselves, as well as teach much to their audiences, in the process.

But these are ambitious projects, calling for much work and organisation, and the prospective puppet producer will need to begin more modestly. That he can succeed is shown by the story of the Stoke Newington Marionette Theatre—the only puppet theatre

in the country run in association with a local authority—which came into being and grew to a full-scale activity, giving performances to packed and enthusiastic audiences, within only eight months.

It all began when, after my appointment as borough entertainments manager, I suggested to the council that a puppet theatre would give the opportunity for a wide variety of leisure-time activity to a lot of people and, having had experience of puppet work in Australia, offered to start it. The council received the idea sympathetically and gave it its blessing—although few, I fancy, fully understood what it meant.

I quickly assembled a small group of inter-

ested people and, working in the evenings in my office, adjoining the public library, we began building the puppets and set for a Mozart dream fantasy, "Nachtmusik," which I had written and produced for the Australian theatre. It was not long before we had produced enough to enable the libraries committee to realise the full implications and to persuade it to give us the use of a library basement as a workshop, and to make a grant for the purchase of materials for a stage and equipment.

The group quickly grew and all sorts of people joined us, including a secretary, clerical workers, housewives—and their husbands—carpenters, electricians, dress-makers, a salesman, and students. The hobbies, or trades, of all were utilised in setting up the theatre, and it was surprising to find how much talent was lying idle, or dormant, and how eager were its possessors to make use of their gifts.

All Found an Interest

Those interested in carpentering began planning and building the stage and proscenium. Other woodworkers designed and built articulated bodies for the puppets, while others modelled, cast, and made papier mâché heads. Amateur electricians gleefully worked out lighting arrangements and effects—and all were both surprised and delighted to find that their varied interests, when directed and co-ordinated, produced a fascinating and artistic whole. No less valuable has been the way in which the theatre has brought together, under the stimulus of a common purpose, people of widely varying social background. The co-operative spirit has been most noticeable.

The size chosen for the stage was eight feet by four feet, with proscenium opening three feet high; and it was designed to be transportable. The puppets are normally 18 inches high, unless it is desired to make the stage appear larger, when smaller figures are used.

Lighting equipment for the first show con-

(Continued at foot of next column)

Making the puppets is as much fun as operating them. Here are papier mâché heads under construction.



Future of Public Assistance Staffs—Deputation to Ministry of Health

MANY points raised on the National Assistance Bill were discussed by a deputation of representatives of NALGO and other organisations representing public assistance staffs which was received by JOHN EDWARDS, M.P., Parliamentary Secretary to the Ministry of Health, on February 17. Most of the points had been previously submitted to the Ministry in a memorandum prepared by the organisations in December, 1947.

It was urged in the memorandum and by the deputation that the staffing plans of local authorities for the social welfare services they would have to provide should proceed at the same time as those of the civil service, so that the public assistance staffs employed by local authorities might know where they stood; without parallel planning, many officers would be left uncertain of their future. Moreover, it would be in the interests of the local authorities to ascertain their own staff requirements before their officers were offered appointments in the civil service.

Mr. Edwards replied that he thought that local authorities fully understood their position, which had been made clear in a statement he had made in the Standing Committee. The deputation

argued that many local authorities might be unaware of that statement, and suggested that the Ministry should send out a circular on the subject, but Mr. Edwards felt that this would be unwise, since local authorities might regard it as a reflection on their competence to deal with the problem themselves. He was willing to reiterate what he had said on the Report stage of the Bill, but apart from that considered that it was for the associations to tackle the local authorities.

The memorandum pointed out that the Bill made no mention of appointment of officers to carry out the social welfare services, or the qualifications required, and suggested that such provision should be included.

Mr. Edwards replied that it was difficult to lay down precise qualifications of the job to be done, except in the case of home teaching for the blind. The Ministry did not want a common pattern of organisation, but wanted local authorities to form their own pattern according to circumstances, except in such functions as that mentioned where it was important to maintain a particular standard. Moreover, the officers would be answerable to the local authorities, not to the Minister, and therefore it must be left to the local authorities to designate them and to allocate their duties.

On compensation, the deputation contended that the Bill was so indefinite that it was impossible to determine how officers would be affected, and urged that the compensation clause should be amended to make it clear that officers holding part-time appointments and other local government appointments, or appointments as registration officers, would be covered.

Mr. Edwards replied that the Government's policy was not to compensate for loss of part-time employment as such. It had been admitted in regard to the National Health Service Act that officers engaged wholly or mainly in local government work by virtue of a number of part-time employments should be compensated for the loss of one of those employments, but beyond that the Ministry was not prepared to go. He gave an assurance, however, that it would discuss the draft compensation regulations with interested organisations and that the provisions would be as generous as those under the National Health Service Act. He also promised to ensure that Clause 57 of the Bill—which at present refers to

officers engaged in such full-time work as may be prescribed—empowered the Minister to cover part-time employment in the compensation regulations.

The deputation urged that the position of a matron of an institution which remains under the jurisdiction of a local authority while certain of its functions are transferred to the Regional Hospital Board should be considered, and Mr. Edwards gave an assurance that this would be done before any regulations dealing with the matter in detail were issued and that, if necessary, he would have another discussion with the organisations on the point.

Members of the deputation pressed strongly the need to retain the security of tenure of senior poor law officers remaining in the service of local authorities, T. W. BURDEN, M.P., (who had introduced the deputation) pointing out that such security protected the public as well as the officers, ensuring that duties were carried out fearlessly and conscientiously against opposition.

Mr. Edwards replied, however, that in future the officer was to be answerable to the local authority and not to the Minister, and his personal responsibility was to go. Therefore, there was no need to continue security of tenure, which was unnecessary, he considered, unless statutory obligations were placed on the officers, and it was not intended to do this. He was not prepared to admit that there was any likelihood of victimisation by any local authority of an officer who had previously had security of tenure.

The deputation referred to recent appointments made by Regional Hospital Boards which generally resulted in officers being seconded from local authorities, and asked how many vacancies had already been filled, either by secondment or otherwise, and what effect that action would have on vacancies which would be available later.

It was stated in reply that, up to date, the Regional Hospital Boards had appointed 46 officers from local authorities who would otherwise have been transferable, 26 officers from local authorities who would not have been transferable, and 65 officers from other sources. These appointments had been mainly to key posts, and also to clerical and administrative typing posts. It was expected that a total of about 3,200 would be transferred to the Regional Hospital Boards, and the boards would shortly discuss with local authorities the earmarking of staffs for transfer, including public assistance staffs. When hospital management committees were appointed, it was expected that the transferable officers would be considered first, and that redundant public assistance staffs would be able to apply later for posts which would be advertised.

(Continued from preceding page)

sisted of a top hanging batten and two short battens on either side of the proscenium, wired to give three colours, together with one spot, three water dimmers, and a mains switch. The first performance consisted of the Mozart play and a street corner scene with the action mainly centred around the exploits of a one-wheeled cyclist and a Chinese magician. The B.B.C. came along and broadcast a running commentary and excerpts from the show—a broadcast which was repeated shortly afterwards.

Our next show, a few weeks later, was given for the Mayor's reception, and it, too, was broadcast. The guests included the Lord Mayor of London (then SIR BRACEWELL SMITH) and the Mayors of all the metropolitan boroughs. This programme contained additional items, including the last half of Act 1 of "La Boheme." The Lord Mayor was so impressed that he later referred to the show on several occasions.

Now the theatre gives public performances—sometimes to two full houses in one evening—and is beginning to pay its way. We have had as many as 260 adults paying for admission on one night, thus effectively disposing of the fallacy that puppets are interesting only to children.

We have, of course, used it for children, arranging special lecture demonstrations for schools—shows which have given an active interest in puppetry to many children who previously knew nothing of it.

Other shows, purely for entertainment, have been given in children's hospitals and elsewhere, and the demand for performances is now greater than our capacity to provide them.

There is almost no limit to the possibilities of the puppet theatre which, besides engaging a number of people on the practical side of the work, also assists towards an appreciation of the theatre generally.

Any readers interested in starting such a theatre in their own towns will find several helpful books on the subject, and would be wise to join the British Puppet and Model Theatre Guild, which has more than 600 members all over the country and is keen to help beginners. Should any care to write to me, I shall be happy to give them information or advice.

Further Steps to Protect Position of Rating Valuation Officers

COMPULSORY transfer of rating valuation officers to the Board of Inland Revenue may yet be sought, should an inquiry now being made by the Board show that, without such transfer, there are likely to be too many officers chasing too few jobs. This was decided at a meeting of the negotiating committee—the formation of which we announced last month—held in London on January 27.

The committee is composed of representatives of the Board of Inland Revenue, NALGO, the Incorporated Association of Rating and Valuation Officers, the County, County Borough, and Metropolitan Borough Valuers' Association, the Society of Clerks to Assessment Committees, the Railway Assessment Authority, the Local Government Clerks' Association, and the National Union of Clerical and Municipal Workers. At its first meeting, on January 7, representatives of the Board gave an assurance that, when rating valuation is transferred from local authorities to the Inland Revenue department, no staff would be recruited from the open market until the claims of local government officers now wholly or mainly employed on rating valuation had been considered and that all such officers, who were under 60 years of age on the appointed day and who could satisfy the Civil Service Commissioners on health and other points, would be eligible for consideration for established appointments in the department.

At the meeting on January 27, representatives of the Board announced that it was finding out from

local authorities how many officers would be affected. They took the view that, at the outset, there would be sufficient work to provide jobs for all and that natural wastage from retirement would result in a final establishment lower than that reached in the early stages. There will, however, be further discussions when the results of the inquiry are known.

The Board's representatives promised to refer to higher level, with a view to further discussions with NALGO, the following claims:

That permanent whole-time local government officers already subject to a superannuation scheme should not be required to pass a medical examination on admission to the civil service—for although the Board had conceded that an examination would be waived for officers with a good health record over a long period, that concession was considered to be insufficient.

That officers between 60 and 65, who had not qualified for superannuation allowance because they had not completed 40 years' service, and about whose eligibility for consideration for new jobs the Board had given no assurances, should be offered suitable employment by the Board until they had reached an age qualifying them for superannuation allowance.

Another matter raised—that metropolitan town clerks who were also clerks of assessment committees should not be disqualified from serving as clerks to the new tribunals—was said to be one for the Minister of Health to consider.

ELECTRICITY TO GET BEST WHITLEY MACHINE YET

Provision for Local Negotiation

Committees to Share Council's Work

NALGO Has 20 Seats On Staff Side

THE establishment, for staffs of the nationalised electricity industry, of "the most complete system of Whitley machinery" known to him was forecast by J. E. N. DAVIS, NALGO chief organisation officer at the second conference of representatives of "company" and municipal electricity staffs meeting in London on February 7. He was reporting on recent interviews between representatives of the Association—T. NOLAN, N.E.C., J. H. WARREN, general secretary, and himself—and of the B.E.A.

Vesting day was April 1, and Mr. Davis believed that the constitution of the new negotiation machinery, which would be published before then, would provide not only for national and district joint councils for clerical and administrative staffs, but also for local joint (or works) committees. If such provision were made, the electricity industry's Whitley set-up would be in advance of the local authorities' in which the constitution and functions of a local joint committee were not so precisely defined.

There would be separate national councils to settle the pay and conditions of the main classes of electricity workers—manual, technical, administrative and clerical, and possibly, managerial. Other matters, including safety, health, welfare, efficiency and education, would be administered for all classes by a single over-all joint council.

Four unions had just claims to representation on the clerical and administrative national council. They were NALGO, the Clerical and Administrative Workers', the Transport and General Workers', and the National Union of General and Municipal Workers. NALGO could prove membership of 18,000 of the estimated total of 23,000 officers that the British Electricity Authority was taking over. Consequently, NALGO had insisted on a clear majority on the staff side of the national council.

Mr. Warren told the meeting that it would be NALGO's policy to give provincial members a hand in negotiations at national level. He would like to see on the national joint council one NALGO electricity member from each of the 15 areas.

"NALGO Has Delivered the Goods"

E. L. RILEY, chairman of the National Executive Council, who presided, added, amidst general agreement, that he thought that NALGO should insist on 20 or so out of the proposed total of 33 seats on the staff side, to include, in addition to the 15 area representatives, a balance of tried N.E.C. negotiators and expert staff. [It has since been agreed that NALGO should have 20 seats, the C. and A.W.U. nine, and the T. and G.W.U. and the N.U.G.M.W. two each.]

Mr. Riley warned his bearers that they might be called on to fill most of NALGO's seats until a proper system of representation and ballot could be organised through the consultative councils and committees soon to be set up on the lines of the general secretary's report on the adaptation of the Association's machinery—published last month in LOCAL GOVERNMENT SERVICE.

Mr. Nolan said that if the constitution of the new Whitley council provided, as he thought it would, for committees to the national council, it would in that respect also be an improvement on the local authorities' council which had only one committee, its executive committee—a lack which had proved to be an administrative bottleneck.

Summing up, the chairman told the delegates that in the last six months their interests had been well looked after and that as far as the Whitley machine was concerned, "NALGO had delivered the goods."

At this, F. SHARPE, North Western, put from the floor a vote of appreciation for the way the N.E.C. and its officers had carried on since the conference last met.

Quick to his feet, in support, was B. HEPTINSTALL, Southern, who now admitted himself satisfied although he had been a critic of the N.E.C. and hoped that his criticism had been a spur to action.

Replying to this, the general secretary said that the measures successively taken to deal with the public utility staffs had been undertaken according to a considered plan. Each stage had been carefully timed.

Questions put and answered during the discussion included:

Would the term "clerical and administrative" in the title of the national council include officers engaged in commercial work, of whom many had multiple functions? The term would, it was thought, have the widest application and include all but manual and technical staffs.

Who would be entitled to sit on the employers' side of the district and local joint committee tables?—The B.E.A. would have to define those managerial grades eligible, and were believed already to be considering it. Lord CITRINE, chairman of the B.E.A., had said that a man with managerial authority were one with power to say "Yes" or "No" without higher reference.

Would the new joint councils cover meter readers?—That would be settled by the councils when they were formed. Until then NALGO would watch meter readers' interests where they were members.

Superannuation Plans

Invited to report on progress made in regard to superannuation for transferred electricity staffs, W. C. ANDERSON, NALGO's legal officer, stated that he and Mr. Davis represented the Association on the Electricity Supply Industry Employees' National Committee, which had set up a superannuation sub-committee of which he was a member. The members of that sub-committee had had discussions with officers of the Ministry of Fuel and Power and with Sir HENRY SELF of the B.E.A. on superannuation questions, the gist of which had been reported in the February LOCAL GOVERNMENT SERVICE. The Ministry would issue a provisional regulation empowering the B.E.A. and area boards to establish superannuation schemes. This would be purely a temporary measure to meet an income tax position, and the sub-committee had been assured that it would be consulted by the Ministry and the B.E.A. at a later stage.

Answering questions, he stated that the B.E.A. and Ministry would consult the sub-committee before making the final superannuation regulations, but that the Association could not undertake to consult its districts upon them. Information as to the terms of private companies' schemes had been invited and received.

To this, the general secretary added that although it was thought that there would be provision for the optional retirement at 60 of existing officers, newcomers to the industry after nationalisation might not be so fortunate, as there might be a shift in national thought on the question of retiring age. He promised C. C. PAGE, South Western, to bear in mind the relation between new scales of salaries and a new superannuation scheme, since, as Mr. Page had pointed out, officers might have difficulty in exercising options for new arrangements if they could not afford the contributions.

L.G. Charter as Basis

Other matters discussed and decisions reached were:

Parity Between Company and Municipal Salaries—W. C. SNELL, Eastern, feared that municipal officers might get preference for jobs when taken over since their salaries would, as a general rule, be higher, and urged that some form of "token recognition" should be made on March 31 so that all should "go over" equal. It was reported, however, that the B.E.A. was known to be averse to substantial alteration in salary agreements which might embarrass it with regard to salaries on taking over, and the point was not pursued.

Increases—The conference urged that any increases in salary secured should be retrospective to April 1.

Charter—The conference was satisfied with the English local authorities' Charter as a basis for

the Association's salaries appeal for the industry in England, Wales, and Scotland.

Grading—The policy favoured was that the new national joint council should secure a minimum standard and that the local joint committees should watch grading.

Appeals—The staff side secretaries of local authorities' provincial joint councils would be asked to give priority to municipal electricity officers' appeals. Negotiations on such appeals would not be terminated on vesting day if the claim was retrospective.

Government White Paper—There would be no need to seek an assurance from the Government that the Prime Minister's statement on personal incomes, costs, and prices would not be used to prevent company staffs on sub-Charter rates from receiving increases, since the Prime Minister had expressly stated that the Government was not against any wage increase but that there were still industries, and services, too, whose members were not yet as well paid as they ought to be.

Adaptation of NALGO Machinery—The general secretary explained the proposals recently summarised in the journal and the conceptions which had inspired them, and offered the delegates a word of friendly counsel in regard to their own approach to this subject. He advised them not to create an impression that they wanted to turn NALGO upside down. Such an attitude developed hostility. They would do far better to try to strengthen the hands of those members of the Association—and there were many—who believed that far-reaching change would ultimately become necessary.

Autonomy on Service Conditions

It was common ground that the new staff should have a substantial measure of autonomy in dealing with their own service conditions and the proposals recognised this. Functional organisation for other purposes was debatable and could not in any event be practicable for two years or so. To attempt it now would tie up the Association in difficult questions of constitution, etc., when everyone's energies should be free for the immediate bread-and-butter tasks on service conditions. Whatever constitution was adopted at national level the new district structure was a necessary preliminary. The proposals therefore dealt with the tasks nearest to hand. They made necessary attempts to deal with service conditions and they dealt with the essential and immediate changes in domestic organisation. He counselled them to give the proposals their support, and not to seek to go further at present.

In reply to a suggestion that the district consultative committees should report to the national consultative council, he pointed out that this decision had been taken. It was a question of timing in each service and he thought the time in the case of electricity was very near at hand.

National Electricity Conference—An assurance was given by the chairman that unless there was fundamental disagreement between that conference and the N.E.C., the latter would accept the former's recommendations.

Staffs Engaged on Electricity Accounts—Borough treasurers' staffs engaged wholly on electricity accounts were likely, on nationalisation, to continue under the borough treasurers acting as agents for the area boards.

Welcoming Statement—The officers of the Association would ask the B.E.A. whether it could issue a statement on vesting day to all those taken over, reassuring them as to their future under the authority. Lord CITRINE had already stated that "employees will not be exposed to breaks in their employment or a worsening of the conditions under which they are working when the undertakings pass over to public ownership."

Co-Partnership Benefit—Where co-partnership benefit or bonus had been superimposed on low salaries, the Association should insist that it should be taken into account when new salaries were fixed.

Next Meeting—The conference will be summoned again on April 3 unless urgently required before then.

BREAD AND BUTTER SERIES—Number 1

N.E.C. Elections: How the Rank and File Picks its Leaders for the Year

This is the first of a new series of articles designed to meet members' desire for more general information about NALGO's domestic—or "bread and butter"—affairs.

NEXT month each of NALGO's 170,000 members will be able, by his votes, to help select 66 of his colleagues to sit on the Association's National Executive Council and—with the separately elected honorary officers and chairmen of ancillary societies—to guide NALGO's destiny for a further twelve months.

How are the elections organised? Who puts forward the names from which members are asked to choose? Are the same people returned year after year with never change? If we want a different sort of N.E.C. how can we get it? These are some of the questions that rank-and-file members are asking, and that this article will try to explain.

The election really began last month, when every branch which had sent its collected subscriptions and list of members to Headquarters was asked to nominate one or more candidates. This is done at a general meeting of the branch, and any member, from the chief officer down to the rawest junior, may be nominated—provided he or she agrees to allow his or her name to go forward. Each branch may nominate as many candidates as it wishes—although, in practice, the number of nominations is usually small, and often most of the branches in a district agree to nominate the same people. The names of the candidates must be sent to the district officer so that he receives them not later than 5 p.m. on March 1, and must be accompanied by a statement setting out each candidate's official appointment and summarising his "NALGO and allied experience." This information is printed on the ballot paper and serves as a brief, factual election address, helping members who do not know the candidates personally to judge of their fitness for office.

These statements are normally short, averaging about 70 words in length and sometimes containing fewer than 20 words. Brevity is desirable for two reasons: some districts have a large number of candidates—one had 47 last year—and lengthy statements would mean a very formidable ballot paper; and long lists of appointments held and offices held are not easy to assimilate and all for a deeper knowledge of Association machinery than every rank-and-file can be expected to have.

The term "allied experience" is generally interpreted to mean experience of negotiation on joint councils and of work with other trade unions.

All candidates nominated are allowed to withdraw their names up to March 15 if they wish to do so. If they do not withdraw, their names will appear on the ballot paper for their district, which is prepared by the district officer.

Ballot papers will be posted to branches by April 8 in sufficient numbers to supply one to each member whose name was on the branch register in October 31 last. Members who joined the Association after October 31 are not allowed to vote this year, nor are branches formed after that date allowed to nominate candidates. But all who joined the Association before October 31 may vote even if they have since transferred to a branch formed after that date—for example, members of a municipal branch transferring to a new electricity branch—so long as there has been no break in membership. Such members should obtain ballot papers from the secretary of

the branch on whose register they appeared at October 31.

Each voter may cast as many votes as his district has seats. The number of seats is based on district membership—three seats for the first 5,000 and one additional seat for each further 3,000 members. To-day, Metropolitan district has 11 seats, North-Western ten, Yorkshire seven, West Midland six, Scotland five, South Wales three, and all the rest four—making a total of 66. Hitherto, members have been required to cast

direct—or, where this has been arranged, to the branch secretary for bulk dispatch. All are asked to take particular care not inadvertently to invalidate their votes by folding their ballot papers whilst the ink is wet, as has been done in the example appearing on this page.

When all the ballot papers in each district have been collected, the district committee arranges for the votes to be counted, appointing a presiding officer and scrutineers for the purpose. The counting is a laborious process usually involving one or more midnight sessions with all the help that can be mustered. When it is completed, the district officer sends the results to Headquarters for announcement at Conference.

A similar procedure applies to the election of honorary officers—the president, two vice-presidents, three trustees, honorary treasurer, and three honorary solicitors—except that they are nominated by district committee and by the Council itself, instead of by branches, and are elected by branches.

All the honorary officers hold office for one year. After that time the president is, by custom, succeeded by one of the vice-presidents. Immediate past-presidents retain office, as such, for one year only. Last year, all honorary officers were returned unopposed. Of the trustees of the Association, two have held office since 1941, the third having recently been appointed by the Council to fill a casual vacancy. The honorary treasurer was elected in 1946 on the resignation of his predecessor (NALGO has had four honorary treasurers in the last eleven years), and the three honorary solicitors have held unbroken office since 1932 (England), 1933 (Wales), and 1943 (Scotland) respectively.

Since it is not necessary for honorary officers (apart from the trustees, who are not ex-officio members of the N.E.C.) to be elected as members of the Council also, it is possible for this year's Council to reach the record total of 77—66 ordinary members plus the seven honorary officers, the immediate past president, and the chairman of Logomia, the Nalco Building Society, and the NALGO Provident Society. In practice, however, it is usually found that one or more of the honorary officers is also elected as a member of the Council in the ordinary election, and that some members hold two honorary offices.

Are the same people returned year after year? Definitely not. Of the present N.E.C., apart from honorary officers and auxiliaries' chairmen, only eleven held office in 1939, only two in 1935, and none in 1934. There were ten new members last year, and 14 in 1943.

"But," many members ask, "I don't know more than one or two of the candidates personally. How can I be expected to select the best men from a group of unknown names?" This certainly offers a difficulty, but not an insuperable one. It usually happens that most of the candidates have already won their spurs in the Association's service as members of district committees. Each branch has a representative on the district committee, able to meet his colleagues there and to judge of their fitness for high office. He should, therefore, be in a position to advise the rank and file to whom to give their votes.

In any event, the choice of the N.E.C. is entirely in the hands of members themselves. If they trust the existing members, they can re-elect them. If they consider that somebody else could represent them better, they can elect him. It is their duty, therefore, to make the choice carefully, and not to snipe those they choose.

No.	Vote	Name of Candidate and Branch of which Candidate is a Member.
1	X	BAKER, W. A. N., Maidstone Borough
2		BELL, P. A., Deal
3	X	BINGHAM, N. W., Kent County
4	X	DODD, W. O., Brighton
5	X	ELMITT, S., Rochester
6	X	HOLLAND, C. E., Surrey County
7	X	HORRIDGE, W., Hastings
8	X	JARVIS, W. T., Leatherhead
9		SHAW, F. W., Brighton
10	X	WELLINGTON, S. C., West Sussex County

Four of these votes were intended and four were caused by folding the paper along the dotted line whilst the ink was wet. As returning officer, which would you have ruled valid? (Answer on page 60.)

the full number of votes allowed, no more and no less. That is to say, if a district had six seats on the N.E.C., every member in that district had to vote for exactly six candidates: if he voted for five only, or for seven, his vote was invalid. This year, as a result of a decision of the 1947 Conference, that rule has been changed and, for the first time, members need not vote for all the candidates for whom there are seats. They may, if they wish, "plump" for one or more—a procedure that may have unexpected effects on the vote—although, of course, they may not record more than one vote for any one candidate.

Another change from last year is that members are no longer required to sign the envelopes in which voting papers are returned. This rule, originally made to ensure that only members of the Association voted, is now regarded as unnecessary.

After recording their votes, members may return their papers (in the envelope provided)

Alternatives to The Promotion Examination Exclude All Intermediate Certificates

THE first list of qualifications regarded by the Local Government Examinations Board as alternatives to its promotion examination, has been approved and published by the National Joint Council for local authorities' services.

It excludes all intermediate examinations, and an accompanying statement explains that this is considered necessary because most intermediate examinations are highly specialised, and too early specialisation would bring an undesirable rigidity into the service, would lead to excessive departmentalism, and would make the officer less suitable for general administrative work. The ideal arrangement, the memorandum declares, would be a combination of an intermediate examination on general lines with a specialised final examination. It is emphasised that the present list is not a final one and that changes may be recommended from time to time.

The examinations recognised are:

Association of Certified and Corporate Accountants final examination certificate.
Auctioneers and Estate Agents Institute final examination certificate.
Board of Trade—Inspectors of Weights and Measures Board of Trade certificate.
Chartered Institute of Secretaries final examination certificate.
Chartered Insurance Institute fellowship examination certificate.
College of Teachers for the Blind home teachers or school teachers certificate.
Corporation of Certified Secretaries final examination certificate of either professional or local government administration examination.
Council of Legal Education (Bar examination) final examination certificate (barrister's qualification).
General Nursing Council certificate of state registered nurse.
Incorporated Association of Rating and Valuation Officers final examination certificate.
Incorporated Society of Auctioneers and Landed Property Agents final examination certificate.
Institute of Burial and Cremation administration final examination certificate.
Institute of Chartered Accountants final examination certificate.
Institute of Cost and Works Accountants final examination certificate.
Institute of Hospital Administrators final examination certificate.
Institute of Housing final examination certificate.
Institute of Industrial Administration final examination certificate.
Institute of Medical Laboratory Technology final examination certificate.
Institute of Municipal Treasurers and Accountants final examination certificate.
Institute of Public Cleansing certificate on passing parts I, II, and III.
Institute of Quantity Surveyors final examination certificate.
Institute of Sewage Purification associate membership examination certificate.
Institute of Transport associate membership examination certificate.
Institute of Works and Highways Superintendents final examination certificate.
Institution of Civil Engineers certificate after passing sections A, B, and C.
Institution of Electrical Engineers certificate after passing Sections A and B.
Institution of Fire Engineers associate membership examination certificate.
Institution of Gas Engineers higher grade certificate.
Institution of Mechanical Engineers certificate after passing sections A, B, and C.
Institution of Municipal Engineers final examination certificate.
Institution of Structural Engineers associate membership examination certificate.
Land Agents Society certificate after passing parts I, II, and III.
Law Society final examination certificate (solicitor's qualification).
Library Association final examination certificate.
Ministry of Fuel and Power—Inspectors of Gas Meters inspectors of gas meters certificate.
Museums Association diploma.
National Association of Bath Superintendents associate membership examination certificate.
NALGO final examination certificate.

National Certificates higher national certificate.
Pharmaceutical Society certificate of pharmaceutical chemist or chemist and druggist.

*Poor Law Examinations Board 1, relieving officer's certificate; 2, institution officer's final examination certificate; 3, clerical assistants final examination certificate.

Royal College of Physicians and Royal College of Surgeons final examination certificate.

Royal College of Veterinary Surgeons final examination certificate.

Royal Horticultural Society national diploma.

Royal Institute of British Architects final examination certificate.

Royal Institute of Chemistry fellowship examination certificate.

Royal Institution of Chartered Surveyors 1, final examination certificate; 2, women housing managers certificate.

Royal Sanitary Institute health visitors certificate.
Royal Sanitary Institute and Sanitary Inspectors Examination Joint Board sanitary inspectors certificate.

Society of Incorporated Accountants and Auditors final examination certificate.

Society of Radiographers certificate after passing parts I and II.

Town Planning Institute final examination certificate.

University degrees, diplomas and certificates any degree of a British University. A University diploma or certificate, preparation for which normally occupies two academic years for a full-time student. [The Association is informed that this includes the Diploma in Public Administration.]

Risks of Early Specialisation

The accompanying memorandum explains the policy adopted in the recognition of examinations in the following terms:

The number of examination qualifications available in the field of local government is very large, and has been increasing. Some of the examinations are conducted by bodies of long standing with a reputation for maintaining a high standard, whilst others are conducted by comparative newcomers who still have to prove their standards and value. Again, some of the examinations are highly specialised, aiming at qualifying a person for a particular job, whilst others are of much more general application and are therefore appropriate to a much wider range of local government posts. Finally, some of the examinations are confined to local government officers—indeed some are confined to officers in particular departments—whilst others are open to a much wider range of candidates. An attempt has been made to find a clear and straightforward policy which is alike fair to all those bodies and the holders of their qualifications.

Attention is first directed to the main features of the promotion examination and its purpose. Success in the examination does not specifically qualify the candidate for a post in any particular department. Nor does it replace specific qualifications already prescribed for particular posts. It is essentially a general examination, testing the candidate's mental ability and his knowledge of the background subjects of his profession. For many posts in the local government service, particularly the most senior, the holder of the promotion examination certificate is likely to need an examination qualification of a specialist character, the subjects of the examination being obviously vocational and appropriate only to the particular type of work in question. It is, however, felt that a qualification which is wholly and narrowly vocational should not eliminate the need for the officer to study the general background subjects such as are contained in the promotion examination, but that the ideal arrangement for many posts is a combination of both the general and specialist examination. Such a combination might be secured by an intermediate examination of a general character, followed by a final examination of a specialist character.

In the great majority of cases, however, the

intermediate examination of the various professional bodies is highly specialised, and makes no pretence to cover any subjects which are not of obvious and direct vocational value. The intermediate examination has not therefore been accepted as equivalent to the promotion examination. Instead, section 28 of the Scheme of Conditions of Service has been interpreted as meaning the normal full qualification of a recognised institute. It may be objected that the full examination of many of these professional institutes constitutes a much more arduous test than the promotion examination, judged by number of subjects and by period of study required. In many cases this is undoubtedly true; but there are two major reasons for proposing that recognition should not be given to intermediate examinations embracing specialist subjects.

First, it is contended that too early specialisation brings an undesirable rigidity into the local government service. Instead of the junior officer being available for service in any department, there is a strong tendency for his studies to associate him solely with one branch of the service. If he is in a department for which there is a recognised professional examination, the ambitious junior starts studying for the intermediate examination as soon as possible. Having obtained the intermediate, he usually finds it is not recognised by any other examining body, and that he must go on to the final of that particular professional body or lose the full fruits of his labours. Thus, if he transfers to another department for which that particular qualification is not appropriate he may have to start his studies all over again. Alternatively, if he is in a department for which no professional examination is clearly recognised he may take one of the general examinations available, only to find that its value may disappear on transfer to another department. In each case, a barrier is erected to the free flow of junior officials between the different departments.

Second, it is doubtful whether preparation for an examination confined to highly technical and purely vocational subjects is at this stage the best education for local government officers, particularly for those to be promoted from the General Division to a higher grade. Too much specialisation reduces the ability of the officer to see the problem of local government as a whole, leads to excessive departmentalism, and probably makes the officer less suitable for administrative work of a general character.

For the same reasons the present tendency towards proliferation of examining bodies and the continuous attempt to carve up the local government service into an increasing number of narrow specialisms, is deprecated.

The qualifications listed are uneven in quality and in range of application. Most of them are of a highly specialised character, their aim being to qualify the holder for a particular professional or technical post. It should not be inferred, therefore, that the qualifications listed are regarded as interchangeable, in other words, that to hold any one of them is thereby to be eligible for promotion to any branch of the local government service. Indeed, as has already been pointed out, the very narrowness of the syllabus of many of the examinations must narrow correspondingly the range of posts for which such a syllabus is appropriate.

The list has been compiled after a survey of the information provided by a large number of professional institutes about the examinations they hold and the qualifications they award. The list is to be kept under general review and changes may be recommended from time to time. It may be that the general policy will need reconsideration in two or three years' time for changes are constantly taking place in the regulations of the various examining bodies and no doubt some of the bodies will wish to take account of the establishment of the promotion examination. The problem of the relation between the examinations of the various institutes and the promotion examination will require a good deal of further consideration and discussion on the part of all concerned before the solution best suited to the development of the local government service is found.

* NOTE. Although the Poor Law Examinations Board is no longer in existence the Certificates of the Board are still recognised.

"STOP SESSION"



"WELL, how's the operation, Mrs. Slop?"

It is usually a safe bet that our ex-office-cleaner has just had or is about to undergo some form of surgical treatment and will, in any case, be delighted at the prospect of an audience. But yesterday she answered the time-honoured question, countering it with another: "What's this about Mr. Sackbutt and me poor sister-in-law?"

"What—is our Nathaniel comforting the deserted wife?" roared George. Sackbutt blushed to the tips of his moustache, and even Miss Gymbol tittered over her typewriter. We all knew, of course, that Mrs. Slop's sister-in-law has been receiving public assistance for the support of her seven children until such time as the husband-and-father can be found.

"I came as soon as I 'eard, I was that put about, 'im tellin' 'er 'e wouldn't be payin' 'er no more money, 'e wouldn't be payin' nobody no more, so I sez: 'I'll go right up to the office, me gents there'll be able to put me wise, 'er, if anybody can.'"

Touched though we were by her faith in us, we thought it better to enlist the help of Alderman Jove, who happened to be in the office at the time. He was most willing to explain the National Assistance Act to Mrs. Slop.

"Ah, yes, one must keep the common touch," he boomed, looking round for the cuspidor which we keep for his especial benefit. "And I can doubtless persuade this good woman that any reduction in rates which the Act may bring about is due to the good management of my party in the council."

Mrs. Slop took in the great man's words, apparently by her mouth. "My dear lady, you may rest assured that the means test is a thing of the past, and you will not be called upon to finance your sister-in-law and her family. We are entering upon a new era, where every citizen in time of need can look for assistance is a right."

"That's what I sez," Mrs. Slop nodded vigorously. "She's got a right to 'er 'usband, even if they did live in one room with all the kids and no 'ot and cold, and 'im run off with a dizzy blonde, with two rooms of 'er own, and a real bathroom as like as not..."

"A life of sluggish sensual indolence," mused the alderman. "That's what they had the nerve to say the old workhouses were like before the Act of 1834. After that, they decided to

make them as disagreeable as was consistent with health."

"Health," said Mrs. Slop. "Of course she's lucky that way, not like me that's 'ad sixteen operations and going into 'ospital again next week, thank you kindly Mr. George for asking, but it's all those kids, now if the council 'adn't gorn and shut up the nursery school she could of taken a job..."

"Ahem!" Alderman Jove had been prime mover in the scheme to transform the nursery school building into an aldermen's club to serve as the town's war memorial. "Your nephews and nieces, Mrs. Slop, would have been much worse off if they had been born a hundred and fifty years ago. They'd have been pauper apprentices, child slaves—whereas now the council has a responsibility to see that they are educated for the highest station to which their capabilities entitle them. Why, they may even become local government officers—ha, ha!"

"More fools they!" We blinked, for Nathaniel Sackbutt the civilian is not given to verbal violence, although it is said that, as an Army officer, his command of Urdu invective was unequalled even by his men's bursts of machine-gun fire.

"Here was I," he went on, "apparently settled for life in a job which was to my liking, apart from a few minor irritations." He glared at Dafsy. "And here are George and Tobias and the rest, apparently in the same position. But because I happened to spend my time on public assistance work, I may be chucked out on my neck—"

at random

Another Crisis of Confidence

Our affairs stand now in such a state that even the symbolical actions which, if taken, must lead at last to recovery are acquiring the flavour of anomalies. Keep the flag flying! But where will you get a permit for the pole? Keep the torch burning? What will they say at the Ministry of Fuel and Power? It is no good telling a man to pull up his socks when to do so might cause the virtual disintegration of these heirlooms; and only the most metaphorical of belts can be tightened without misgivings.—*Times Leader*.

The Young Idea

A schoolgirl's comment on the Ten Commandments: "They have no constructive policy and merely put ideas into people's heads."—Col. Elliott, M.P., in a recent broadcast.

Ambition

"I am employed as a rodent operator, and it is my ambition to become a pest officer. Can you help me?"—Letter to NALGO Headquarters.

Brevities

"I saw you making sheep's eyes in wolf's clothing at her."

Everyone has some useful purpose in life, if only to serve as a horrible example.

A sensible girl is never as sensible as she looks, because a sensible girl has too much sense to look sensible.

"Wot I sez is nasherlize everything, and take it out o' the 'ands o' the ruddy government."—*Punch*.

The alderman murmured something about hopes of transfer.

"Hopes be blowed—a fellow can't get married on hopes." This time the blush reached at least to Sackbutt's collar, and was reflected, or so it seemed, in Betty's complexion at the same moment.

"What I want," said Sackbutt, "is a job doing what I'm doing now—for surely someone's got to do it."

George guffawed suddenly and said he doubted it—for what Sackbutt was doing just then was waving his arms about and chewing his left handlebar.

"The interests of local government officers," Alderman Jove said pompously, "including all rights of promotion, *habeas corpus, mal de mer and sine qua non*, will, I am confident, be most admirably safeguarded—by NALGO."

We considered this in some silence. Previously he had always maintained that NALGO was an effete body, to which it was scarcely worth our while to belong, for all it ever did was to pester good, kind aldermen, who would some time or other have got round to giving us Charter conditions even if there had never been a Bolton judgment.

"But where is our good friend?" demanded the alderman, impatient to continue his lecture on the Assistance Act.

"Oh, goodness me, I'll 'ave to go!" cried Mrs. Slop, suddenly reappearing. "I've got to find me sister-in-law and tell 'er Miss Gymbol's got a lovely job waitin' for 'er, she can go and clean 'er flat any time of the day it suits 'er, so we won't be wanting any of your kind assistance, thank you all the same, sir, and I 'opes you'll be as lucky as us, Mr. Sackbutt. Well bye-bye all, see you after me operation!"

"There's gratitude for you," stormed Alderman Jove after her retreating figure. "Why, some of these people don't want to be kept by the Assistance Board—they'd rather work!"

by "hyperion"

The Lighter Side of Hansard

CHANCELLOR OF THE EXCHEQUER: They were instituted under this Act for the purposes of the regulation set out in the regulation which instituted them.

MR. BELCHER (Parliamentary Secretary, Board of Trade): I am intrigued by the suggestion that I should look into the woollen underwear.

SQUADRON-LEADER KINGHORN (Socialist, Great Yarmouth): Those train journeys last winter included many of the most dreadful moments of



my life. Three times I caught influenza, and in the third instance I almost succumbed in the arms of my town clerk's wife.

The Devil's Walk

(A MISSING STANZA.)

Sunday, January 3, 1932.*

He passed a church, and listened in,
And almost lost the sense of sin.
"Why, this" (the Devil said) "might cheer
The very devil," for his ear
Had caught the satisfying sound
Of two archbishops praying for the Pound.

H. W. GARROD.

*On this day, moved by the collapse of sterling, the Archbishops of Canterbury and York decreed a service of national prayer.

The Bureaucratic State

Two men arrested for trying to buy gold from a supposed black-marketeer, who turned out to be a police inspector, have been released after proving that they, too, were police inspectors masquerading as black-mark operators.—*Edinburgh Evening Dispatch*.

Ring the Surveyor!

• MARGARET BIRD

Ring the Surveyor, there's snow in the streets,
And snow lies in blankets (whilst rain comes in sheets).
Hurry now, please, and if no time be lost,
He'll provide for the snow and prepare for the frost.
The stores will be checked; and the gravel, the sand,
Snow ploughs, and salt will be ready to hand.
But this year—let's pray that his men will work through,
And not, when they're needed, go down with the flu.



MY BOOKSHELF

By EDWARD KAY

Britain's Lead in Planning : National P.R. : Crisis Economics : More "Hyperion"

TO build four million houses in Britain between the wars was, quantitatively, a vast achievement, but, as ARTHUR LING, planning officer to the L.C.C., has said: "In fact, it was a tragic failure measured in terms of haphazard development, jerry building, ribbon development, and spoliation of the countryside." The main lesson is that dwellings need to be grouped in units, each complete with social and technical services. The Russell Sage Foundation of New York has published JAMES CAHIR'S *The Neighbourhood Unit Plan* (\$1.0), a bibliography with informative comment on the experience and plans for recasting the towns of the world on "neighbourhood unit" lines. Naturally, United States conditions occupy most of the book, but there is a useful sketch of those elsewhere. The author claims that "the intellectual climate of Europe appears to be better suited to nourish co-operative efforts for social betterment than the more aggressive individualism of our own country. . . . It is the British who to-day are leading the world in neighbourhood planning. . . ."

Publicity for Britain . . .

WHEN I commented on the last annual report of the British Council I suggested that it should include a general explanation of its objectives and methods to counter irresponsible attacks upon its work and worth. I am, therefore, pleased to observe that the council's report for 1946-47 expounds, as a background to the year's work, the need for an organisation which will explain to the citizens of other countries British cultural achievements and social life—"without which the institutions of government can neither be understood nor successfully reproduced." At to-day's values, the cost of the council's vast range of informative services seems modest at £3 millions a year.

And for the Church

THE press bureau of the Church of England is circulating a half-crown booklet, *Towards a Common Life*, setting out the social dangers in "mass community life, large-scale cities, and giant factories." It describes what the Church can do to meet those dangers and to enrich common life. I fear the authors are over-optimistic if they think that their familiar generalities will convince a wide audience.

Economics and Politics

IF political democracy . . . is to be preserved, it becomes more and more necessary that the ordinary citizen should know and understand the problems and difficulties besetting our accustomed way of life. This is the spirit in which an unnamed economist has written *The Pound-Dollar Crisis* (Essential Books, 2s. 6d.)—a lucid, balanced account of the economic factors in our national and international straits.

"Hyperion" Again

THOUGH I am much too late to recommend the new impression of *The Lighter Side of Local Government* (Allen & Unwin, 5s.) as a Christmas or New Year gift, I am sure that it was extensively used for both purposes. These quips and cranks and (a few) wanton wives fulfil the claim of their industrious collector, C. KENT WRIGHT—better known to readers of LOCAL GOVERNMENT SERVICE as "Hyperion"—to provide a lubricant in "the routine work of local authorities."

Lessons of Evacuation

MUCH useful information has already been provided by the results of war-time evacuation in bringing together widely different social strata. The latest survey, *London Children in War-time Oxford*, by a Barnett House Study Group (Geoffrey Cumberledge: Oxford University Press, 6s.), paints a rosier picture than did some of its predecessors, and draws some interesting morals for the future of education.

Canadian View of Manchester

MANCHESTER has made a notable addition to its publications and to local government literature in *Manchester—City of Achievements* (Manchester Information-Bureau, 2s. 6d.). It is a reprint of a feature article originally published in

"Canada's Weekly" and written by HARPER CORY from material provided by municipal officials and other Mancunians, and describing the city's growth and its economic and social life to-day.

A Regional Plan

THE same city is part-begetter of *An Advisory Plan for South Lancashire and North Cheshire*, described as the third of a trilogy of which the City of Manchester Plan and that for the Manchester District were the first two. Though, as a piece of book production, it falls below the exceptionally high standards of many of its predecessors, it yields nothing to them in sociological interest.

Mechanical Accounting

MOST local government officers know the financial colleague who never opens his (official) mouth except to tell us that we cannot afford this or that. A. H. MACKRILL, borough treasurer of Malden and Coombe, proves himself in his *Mechanised Accounts of a Municipal Authority* (Gee, 20s.) to be one of the better type that studies the needs of administrative departments and helps them to meet those needs economically. His book is severely practical, embodies the fruits of his own experience, and is written to encourage his fellow-accountants to establish mechanical methods and exploit them to the full.

Bedside Manner

THE theme of the doctor-patient relationship has been sullied in recent controversies about state medicine, but it remains profoundly important; the materials of the medical art are an amalgam of the bodily and the mental, and, unless doctor and patient are mutually sympathetic, effective treatment is hampered. These matters bulk large in DR. CARL BINGER'S *The Doctor's Art* (Allen & Unwin, 12s. 6d.), a sensible, breezy, and entertaining book whose American origin does not lessen its value to us.

The Law of Planning

OUTSTANDING among major post-war legislation is the Town and Country Planning Act. "Its provisions are wide enough to embrace the establishment of a national park and the rebuilding of the City of London . . . and the 'little

LEGAL ACTION WINS £2,100 FOR FIVE MEMBERS

The value to members of an efficient free legal defence service and of NALGO's ability to provide it, is again strikingly illustrated by the following selection from recently concluded cases:

Car Smash—£1,000

A MEMBER, seriously injured when the county council car, in which he was travelling on official business, left the road as a result of defective steering mechanism, received £1,000 damages, plus expenses, in settlement of his claim against the county council.

Fell Through Floor—£200

A MEMBER, officially inspecting a dwelling-house, fell through an unprotected hole in the flooring, fracturing a bone in his left foot and incapacitating himself from work for four months. A claim for damages, made on his behalf, was settled for £200, plus expenses.

Collision—£400

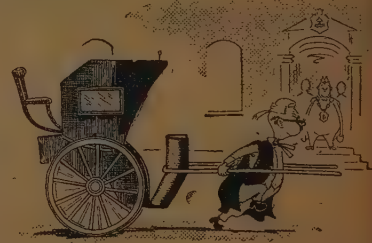
A SANITARY inspector, riding his motor-cycle on duty, was injured in a cross-roads collision. Negotiations for damages failing, a writ was issued against the other party involved, who denied liability and alleged that the accident was caused, or contributed to by the negligence of the inspector. Nevertheless, after further negotiations, the inspector was offered—and accepted—a settlement of £400, plus the whole of the costs of the action, and a contribution towards costs incurred before the issue of the writ.

man' who converts the front room of his house into a tea-shop." In *Town and Country Planning Law*, JAMES KEKWICK (Stevens, 45s.) prints the statute verbatim with comments and explanations and provides a readable survey of its general effect in an eighteen-page introduction.

An M.O.H.'s Thriller

THE juvenile members of my household have found an adequate substitute for Dick Barton, in *Operation Urgent*, by SUTHERLAND SCOTT (Stanley Paul, 9s. 6d.). The author is an eminent medical member of NALGO and this is his ninth story. It provides "dynamic thrill" on almost every page.

This Local Government!



"The Town Clerk drew up a conveyance"—an extract from a report, for which five shillings goes to L. S. DAVEY, Lewes.

Broomrags

NORMAN TIPTAFT has reprinted and himself published in *So this is Birmingham* (10s. 6d.) a series of breezy, pungent articles on Birmingham's public life and its people at work, at play, out shopping, and so on. Moderately good entertainment, but a poor piece of book-production.

Population

A NEW double Penguin is Mrs. EVA M. HUBBARD'S *The Population of Great Britain* (2s.). It describes population trends before and after the war, explains the past, and guesses the future. It is sound basic reading since, after all, people are the raw material of government and the study of their changing numbers and sex and age composition is of great significance to it.

Knocked Down in Road—£250

ANOTHER member who was knocked down and injured by a motor-van while crossing the road, was unable to remember the accident or to find independent witnesses. Nevertheless a claim for damages was settled by payment of £250.

Injured Knee—£250

A PROBATIONER nurse, alleging that she had injured her knee whilst employed at a local authority hospital, asked the Association to take up her case. Since a claim made on her behalf was repudiated, arbitration proceedings were begun, but before the date of the hearing further negotiations resulted in a settlement for £250, despite the absence of specific evidence that the accident occurred during the course of the nurse's employment.

Slander Charge Dismissed

AT a committee of inquiry appointed by a local authority to sit in public to consider an alleged attempt by an alderman to obtain money from an officer for support, said to have been given to help him to secure his appointment, one of the officer's subordinates was required to give evidence. After the hearing had been adjourned, the alderman issued a writ against the subordinate officer, claiming damages for slander. Arrangements were made to defend the officer, but the alderman failed to proceed with his claim and, after a summons had been issued on the officer's behalf to dismiss the action for want of prosecution, the Registrar ordered that the action be dismissed and that the officer's taxed costs be met by the alderman.

READERS' FORUM

Strength and Unity Essential to Maintain Present Standards

"I'M going to resign from NALGO!" Most of us have heard that statement many times. Usually the speaker feels that he or she has had a raw deal, or that the Association has been guilty of a sin of omission or commission.

It is probable that in the coming months the cry will be heard long, loud, and bitterly. The consolidation award is disappointing. Recriminations will doubtless be flung left and right, cries that we ought to take action, to do something, will be rampant. The T.U.C. issue at Conference will be a wordy battle, fought for months before and afterwards, whatever the result. The influence of public utilities membership threatens to become the tail that wags the dog—rightly or wrongly. There are many other clouds on the horizon of NALGO affairs, some now no larger than a man's hand, but likely to grow in size and intensity. And through it all runs the old refrain: "I'll resign."

Of course we are all disappointed with the consolidation award. Some of us hold strong opinions on the advisability of affiliation to the T.U.C. But are we blackmaters? Are we going to hold a pistol at the head of the Association and say: "If you do (or don't) do this, I'll resign?" Will the Association be any the stronger if we leave it? Will it be in a better position to negotiate because malcontents have made its membership weaker?

That tub-thumping cry, "I'll resign!" is wrong from the point of view of both the Association and the individual. I would never decry healthy criticism, but to the critics (of whom I have been, and still am, one) I say: Criticise the Association by all means, but make your criticism constructive. If, after your criticisms and suggestions have had a fair hearing, the majority are so "unwise" as to take an opposite view, don't talk of resigning, for, if you do that, what hope have you then of persuading others to your view? All the time you remain in the Association you at least have the opportunity of bringing suggestions forward again and again. But to resign would mean that you have acknowledged defeat, thrown up the sponge, and, being outside the Association, will have no hope of righting possible wrongs.

Of course NALGO is not perfect. I think it could be improved in lots of ways. But I am not going to throw away my chances of improving it by resigning. The T.U.C. issue may be settled in a way which is unpalatable to me, but I have no right to allow my personal feelings, which would be in a minority, to wreck the boat on which the majority of my colleagues hope to arrive at a safe port.

Let us be fair. The issues before NALGO this year may threaten to split the Association from top to bottom. But no Association worthy of its name will allow itself to be intimidated by threats of resignation. We want to preserve our membership, more, we want to increase it; but we want workers, not quitters. Criticise, grumble, but don't quit.

We all know that "United We Stand"—but to we think also of the other half of the slogan: "Divided We Fall"? Britain has difficult days ahead, and the conditions and salaries we have built up by arduous labour over the years (and which so many of us take for granted) may be issailed. Only a strong, united, Association can consolidate and maintain them. Far from resting on our laurels, we may have to fight to retain our place in the sun. In that fight, the help of every member will be needed. If we all rally round and give the Association, locally and nationally, our loyalty, we shall, in the long run, have no regrets.

Devon County Council Staff Association.

G. E. RIVERS.

Abolish Whitleyism?

AS a rank-and-file member, I suggest that the problem of further action after the arbitration award is affected by five factors, each of which raises questions that urgently need an answer:

1.—*The Charter.* Was the introduction of the Charter recognition of the abnormal conditions existing when it was adopted in 1946 or was it the

machinery to rectify the unsatisfactory state of affairs existing in 1939? Examination of the Charter, with its repeated exclusion of cost-of-living bonus, and of its relationship with previous rates of pay and rates current throughout the country at the time, forces me to the conclusion that its sole object must have been the rectification of the 1939 position and that no cognizance was taken of the increasing cost of living.

2.—*The Award.* On the assumption that the adjustments arising from the Charter would have been necessary irrespective of war conditions, the award, in relation to the cost of living, must be criticised by a comparison of the basic salaries in the Charter with those after consolidation. Considering only the most satisfactory outcome of the award—the General Division previously

Once again, we must apologise to the many readers whose letters have had to be held over for lack of space, and appeal to all correspondents to "keep them short." Letters for the April number must reach the Editor, 1, York Gate, London, N.W.1., by March 15

stopping at £300 now proceeding to £385—can any figures that have been produced justify the implication that the cost of living has increased since 1939 only to the extent of 28½ per cent?

3.—*Weighting.* This problem, though of greatest import, at the moment, to the Londoner, is of interest to members in urban areas everywhere. Rent, rates, travelling, food, fuel and entertainment are all more costly in the towns, and to preserve a fair relation between member and member the Association must press for recognition of the differences.

4.—*The White Paper on Salaries and Wages.* While few would deny that a general freezing of all wages, prices, and profits would be of national value, I contend that the freezing of any one of the three, without the others, will only tend to unbalance the national economy still further. And how can "productive" employment be defined? Is the man who ensures the power supply to the factory less useful than the man who controls it at the machine? Is the man who helps to preserve the health, to house, or to educate the worker a less worthy contributor to output than the worker himself?

5.—*Whitley Machinery.* This, based on voluntary service and tiered in three stages, is cumbersome and creative of delay. The spirit of mutual co-operation, without which the principle of Whitleyism falls to the ground, appears to be missing. The lack of a clearly defined contact between representatives on the Joint Councils, and the associations and memberships they represent, acts as a bar to the passage of opinions through the machinery and throws too heavy a responsibility on the limited number of members called to take part. So great, indeed, is the dissatisfaction it creates that one is tempted to ask whether Whitleyism performs any useful service and whether we should not seek its complete revision or abolition.

The struggle for satisfactory salaries is dependent on the answer to these questions, and I feel that they should be answered now by the National Executive Council.

C. G. LAMBE.

87, Princes Avenue, Sanderstead, Surrey.

The employers would not agree that the Charter "took no cognizance of the increasing cost of living" between 1939 and 1946. The preamble to the Charter stated that the scales had been fixed "in comparison with rates of remuneration in comparable occupations and after reviewing changes in remuneration generally." The true comparison is with General Division maxima in 1939—which, outside some London authorities, ranged from £180 to £225. The only alternatives to Whitleyism are direct negotiation with each local authority—which produced the chaos we knew before the war—and a Wages Board; and few with experience of Wages Boards would prefer that. Whitleyism is fundamentally sound and has been demanded by Conferences for years past. It is not perfect—but we can strive to improve it.

Alternatives to "Freezing"

THE unsatisfactory arbitration award, followed by the Government's statement on wages policy, is a warning to black-coated workers that their days of privilege are at an end. NALGO must face the situation. Decisions at this year's Conference will determine whether the Association is to be able to defend even our present inadequate standard of living, or whether that standard is going to decline.

The Government statement gives clear warning of the existence of inflation, points out that wage increases automatically lead to price increases and are therefore valueless, and tells us that, to prevent such price increases, we must accept the pegging of wages.

But can we accept this wage-freezing policy without guarantees (not pious hopes) that prices and profits will also be controlled? Is it true that, if we abstain from making wage demands, there will be no price increases?

The American Loan is exhausted, and our gold and dollar reserves are fast being drained. To maintain our standard of living we must produce and export more, which means more manpower, coupled with the more efficient use of existing labour and cutting unnecessary expenditure on imported goods and services imported. I consider that this year's Conference should produce:

1. A demand by the Association for rejection of the concept that wages must be stabilised without the corresponding control of prices and profits; the extension of food subsidies; the introduction of a capital levy; and the release of 500,000 men from the Forces for productive work.
2. Fresh negotiations to secure improvements for General Division officers, between 21 and 30, and to lower the age at which the maximum is reached.
3. Establishment of closer relations with other unions prepared to resist the one-sided policy of the Government, which seeks to put the full brunt of the crisis on to the wage and salary earning section of the community.

In particular, we should overcome prejudices against affiliation to the T.U.C. and recognise that its stand in support of food subsidies and against wage pegging is one which we could support and strengthen if affiliated.

21, Briavels Grove, Bristol, 6.

C. R. GIBSON.

Since this letter was written, the T.U.C. has decided to give general support to the Government's wage-pegging policy.

White Paper Challenged

I AM writing before the Metropolitan District Committee has met to consider any change of policy arising from the White Paper on Salaries and Wages. I am, therefore, writing not as a member of the M.D.C. campaign committee billed to speak at the Kingsway Hall protest meeting, but as an individual member putting forward personal views.

I have supported the M.D.C. campaign for two reasons: first, because I believe that, if we have been correctly informed, the employers have been guilty of cynically bad faith in view of the implied understanding when, in 1946, we put off any application for increase of bonus for twelve months, that 1947 would see some increase, and the statement by Mr. Riley, N.E.C. spokesman at the 1947 Conference, that the employers had as good as promised that consolidation would bring an increase; and secondly, because I believe the Association's kid-glove bargaining methods are too weak.

An Association of 170,000 members has some weight to throw behind its demands. Yet to-day the mass of the membership is not drawn in. On the contrary, we are asked to refrain from discussing policy because the N.E.C. has it under consideration, or from pressing claims because they are "sub-judice." The M.D.C. organised its campaign to show the employers that the whole membership is aroused.

But now, just as this campaign is gathering strength, comes the White Paper, raising all sorts of questions; for example:

Is the Government policy of freezing wages, profits, and prices at the present levels the right, or only, solution to the crisis?

If not, can NALGO, in view of its "non-political" tradition, advocate alternatives (such, for example—and I am not advocating but merely instancing these—as cutting of prices; retention of subsidies; cutting of profits; adjustment of relative price, profit, and wage levels to agreed fair standards; re-equipment of heavy industry; cutting of overseas expenditure on armed forces; trade agreements outside the dollar area); or must we accept all Government policy unless or until it is changed by T.U.C. and other pressure?

In view of the recent increases in prices, is not the Government undermining its own policy from the start?

If "too much money is chasing too few goods" is it really contended that NALGO members have too much money?

Is it not true that local government officers' increases always lag behind others, thus accentuating the unfairness of present relative levels?

I hope that I have at least been able to suggest that a strong case can be made out for continuing our campaign for revision of the wage award, and, equally important, for NALGO to participate in discussions with the Government, alongside the T.U.C. of policies which involve both equal contributions to production and equal sacrifice from all sections of the community.

Town Hall, PETER ROSENFELD.
Ilford.

Coventry's New Bonus Plan

I HAVE been instructed to ask you to publish the following resolution passed at the annual general meeting of my branch, and which, my branch considers, warrants the attention of other branch executive committees:

"That this annual general meeting of the Coventry branch of NALGO requests (a) the N.E.C. to take immediate steps to obtain the inclusion in the Charter of a clause to the effect that the salary scales as originally laid down in the Charter, together with the added war bonus then in force, or any revised salary scale with the addition of any revised bonus, or any new consolidated scale of salaries, shall be revised in January and June of each year, so that there shall be added to, or deducted from, such total salaries an amount proportionate to the salary based on the percentage rise or fall in the average wage levels of all workers as shown by statistics prepared by the Ministry of Labour; and

(b) that the staff side of the National Joint Council now negotiates within that Council to obtain application of this principle to the basic salary scales negotiated late in 1945 with the added war bonus of January, 1945.

T. W. MASLEN,
Coventry Branch. Honorary Secretary.

Comparison with average wage levels of all workers would surely be both fallacious and dangerous, in view of the differences in working hours.

Net Loss of Five Shillings!

CONGRATULATIONS to the negotiators who have won for the A.P.T. grades an increase of 4s. a year! I calculate that, as a result, I and probably many other members will be 5s. a year out of pocket. In the income tax year 1946-47, my gross salary was £519 16s., which for tax purposes was reckoned as £519. As a result of the recent award this will be reckoned at £520 (ignoring increments), the net salary chargeable to tax being increased by £1. With income tax at 9s., my tax assessment will be increased by 9s. a year—a net loss of 5s.!

Engineer's Dept., G. P. ALLEN.
Chelmsford.

General Division First!

THE extension of the General Division scale from 30 to 32 years is of no help to the majority in this Division, who will not benefit for a number of years. Any increases should have been given first to those in the General Division, not to those in the Clerical and higher grades, who already have salaries on which they can live comfortably. There is no doubt that married officers in the General Division up to the age of, say, 27, have great difficulty in existing on the inadequate scale of salaries now in force.

"DISCONTENTED."

Well Done, NALGO!

MAY I, as one of the mob, say "Well done, NALGO?" I have heard a lot of cribbing about the award, but it means another £25 to me, as well as a safe feeling about the cost-of-living bonus, and I am sure that the many like me who have a hard job to get above the General Division think we have not done so badly since 1939. My General Division maximum was then £180. When I was demobbed, I was reinstated at the new provincial maximum, £220 plus bonus, and now I am getting £395 all in—an improvement of £215 since before the war. Higher grades have not done so well—but keep it up, NALGO!

"NOT SO DUSTY."

Better Representation the Remedy?

THE disappointing award suggests that the staff side arguments were not put forcibly enough. Those in the lower grades will continue to feel real hardship and can have no redress since, under the present system of representation, they are not properly represented in NALGO affairs. The remedy is for each grade to elect one or more representatives (according to the numbers in the grade) to the branch executive, thus ensuring that all grades are given a voice that will assure that their respective suggestions, demands, and complaints are treated with urgency and consideration.

"REFORM BILL"

The Next Step

SO now what? The fight for improved conditions must not rest, and we must soon renew the effort to obtain higher salaries. Meanwhile, I suggest concentration on the following:

1. Weighting for all large provincial cities, where the cost of living is higher than in the smaller towns and country areas;

2. The National Joint Council to cover all salaries up to £1,000;

3. Higher grading of posts.

Birmingham, WALTER BROWN.

Call for Concerted Action

WHO is to blame? Surely, the N.E.C., which framed demands completely out of keeping with the views of members. To rectify the position we need:

A wages policy related to the real cost of living: endorsed as Association policy by Conference, to put before the employers.

A requirement that all salary claims and agreements be subject to endorsement by at least the district committees.

Such action will be of little avail unless we resist the Government attempt to reduce our purchasing power. This declaration of war on our living standards calls for concerted opposition by all who work for their living by hand or brain.

The need for concerted action by all trade unionists brings out the need for NALGO to take its place within the organised trade union movement.

J. W.

Technicians Neglected?

THE summary of the staff side case in the February Journal shows that the well-being of the technical officer has again been grossly neglected. There was no mention even of the existence of the technician in local government, let alone of his claim to help in the general scramble to catch up with increasing prices. The case lends weight to the belief that NALGO is concerned entirely with its non-technical members and that the time is ripe for the technical officers to find some other way, in a separate association, of guarding their interests.

Further—and this concerns many non-technical officers also—the case appears to have been compiled with deliberate disregard of the fact that the Charter meant nothing to many officers of A.P.T. standing, who were merely put in the grade nearest their existing salaries, and now, therefore, have had their remuneration increased by only £60 a year since pre-war days.

Whilst the formation of a separate association would be regrettable, it is difficult to see how NALGO's past and evidently present policy can prompt any other course. The list of examinations necessary for A.P.T. grading, containing qualifications whose merits vary so widely, has made the possessors of high technical qualifications receive less relative benefits than are justified. The unqualified officer in a technical branch appears to experience much greater diffi-

culty in entering the A.P.T. grades than his unqualified clerical colleague. Without wishing to prejudice the well-being of clerical workers, we think it pertinent to point out that the technical officer is responsible for the control and application of real wealth—i.e., labour and material—and to ask why, for example, a borough treasurer is usually more highly paid than a borough engineer. In short, the technical officer is the victim of chronic neglect by NALGO, and (unless the Association radically changes its policy) is left with no alternative but to protect his interests in a separate association.

ELEVEN PAUPERISED TECHNICIANS

The claim was for general improvements in the Charter scales for all officers on the ground of increased cost of living—which is the same for non-technicians as it is for technicians. Our correspondents' claim is for better grading—which is a different matter.

"A Necessary Sacrifice"

EVERY man and woman to-day should have as their goal the recovery of the country from its present difficulties. If we are to suffer a fall in financial status, and a harder life, surely this is only part of the necessary sacrifice to national and world needs.

So long as we have a living wage—luxuries apart—why create further headaches, "vicious spirals," rifts in national affairs, at such an inopportune time? How about an example to the other wage-increase addicts of the working community?

West Kirby, Cheshire.

A. C. GITTINS.

Effect of Income-Tax

THE increase in the maximum of the General Division is admirable, but why anybody in the General Division should feel the impact of the present high cost of living more than I do on Grade III is more than I can grasp. The following figures give the position of married officers on four grades and claiming for tax purposes only personal allowance, earned-income allowance, and allowance for superannuation contributions:

General Division	£380	£29	£351
Grade I	£435	£48	£387
Grade II	£465	£58	£407
Grade III	£495	£69	£426

It is interesting to note that a few local authorities consider that the possession of a qualification such as the final examination of the Institute of Municipal Treasurers and Accountants is worth only an extra £56 a year, while others value it at £75, and this as the "reward" for up to 20 hours "sweating" a week for about four years!

"NOT YET DOWNHEARTED."

Study Unrewarded?

WITH great enthusiasm I and my fellow students agreed to give up all our spare time to acquire qualifications so that we might rise from the lower salary grades. Having reached our goal, we now find that our less hard-working colleagues are to be given nice fat increases, while we, for our hard work and self-sacrifice get the noble reward of four shillings a year. Will local government never learn the lesson of giving encouragement and reward to the worthy? Women, particularly, have been handicapped throughout—especially those living away from home.

"STUDIOUS."

T.U.C. AFFILIATION

Ensuring a Free Vote

I AM surprised that some correspondents should suggest that voting on affiliation to the T.U.C. is influenced by chief officers, and does not express the true feeling of the branches. This need not be so. My branch has devised a simple method of ensuring that the opinion of the majority will be used in voting at Conference. When the bi-annual meeting is called in May, every member will have with the notice a voting paper, to be returned before the meeting, on which he will be asked to say whether he is "for" or "against" affiliation. On the result of this vote, and this alone, the delegates will, at Conference, support or oppose this issue. In this way, the individual opinion of each member has equal strength, and the voting will be strictly representative of what the branch as a whole desires.

West Norfolk Branch, A. J. J. ADAMS.
King's Lynn. President.

Risk of Civil Clash

YOUR correspondents who favour affiliation to the T.U.C. should consider their position should the T.U.C. quarrel with Parliament, as it has done in the past. In this not unlikely event, the T.U.C. might attempt to dictate to Parliament, and NALGO members affiliated would have to decide whether they obeyed the T.U.C. in an effort to sabotage the State by withholding essential services to the community; or be regarded as blacklegs and outcasts by shallow-thinking people.

Such a clash is by no means improbable and might drift into a civil commotion, with awful consequences. Those who would bear responsibility, but at present have none, should think again.

A. BIGNELL.
Ex-T.U. Chairman.
Kingswood Road, Tadworth.

Another Ballot?

I was with dismay that we read that 31 N.E.C. members having considered the general secretary's sober report on affiliation to the T.U.C., voted against it, giving no reason for this extraordinary decision.

On the only occasion when a ballot of members took place, the vote went decisively in favour of affiliation—40,733 for, and only 8,715 against.

We therefore demand of the N.E.C. a new rebiscuit of the whole membership. We do not agree that the Conference reflects the views of members. Never in the Birmingham Branch have we had an opportunity of mandating our delegates on this subject.

P. D. NORMAN.
Birmingham.
W. W. DAVIS.

Candidates' Views Wanted

IN your footnote to the correspondence on T.U.C. affiliation in the February journal, you say that a statement of the views on affiliation of present members of the N.E.C. could be of little value to voters without a parallel statement of the attitude of all other candidates for election—and you have no space to publish what would amount to nearly 200 miniature election addresses. I disagree. I think we are entitled to know a little about the people we are asked to vote for. So let the journal publish the 200 election addresses—if necessary, in the exclusion of everything for a couple of months before the N.E.C. election.

V. R. MINTER.
Bensington Branch.
Honorary Secretary.

HANGING N.E.C. POLICY

Questions for Candidates

THE Southwark Branch is increasingly concerned at the effect on the Association and its members of the policy followed by the National Executive Council, whose secrecy, procrastination, and predilection for appeasement is not only losing advantages which we should have obtained, but is harmful to our prestige, and is likely to cause dissatisfaction amongst members.

We intend, therefore, to endeavour to organise those of our colleagues in the Metropolitan district who share our views, to secure the election to the National Executive of candidates pledged to do their best to change the policy of the N.E.C.; to replace appeasement with firmness; to overhaul NALGO and Whitley procedure so as to obviate the intolerable delays; and to keep members in touch with negotiations, rather than to leave them to gain information from other unions.

To achieve an effective change in the N.E.C., it is necessary for branches throughout the country to take similar action. It is too late now to make fresh nominations, but the branches in each district could be organised to ascertain the views of candidates on these and other vital matters, and to elect those who will form an N.E.C. which will more adequately represent the membership and lead NALGO more effectively. We therefore urge branches which share our anxiety, to take immediate steps to organise within their districts, and we shall be glad to hear from them as to co-ordinate our efforts.

Electricity Dept.
T. R. McFARLANE.
Penrose Street, S.E.17. Hon. Secretary.

AGREE to Loss of Earnings

I AGREE that members of the General and Clerical Division should be on the N.E.C., but I am afraid that few local authorities would

allow them the necessary time off with pay, and such officers cannot afford any financial loss, however small. To overcome this difficulty, I suggest that NALGO should treat its members in the same way as members of local authorities are to be treated under the new Local Government Bill, by paying them for loss of earnings while serving on the N.E.C. I consider that an increase in subscriptions to meet the cost would be sympathetically considered by all members. Such a scheme would be a practical step to help officers on the lower grades give their ideas to what seems to be a very conservative N.E.C.

Treasurer's Dept., J. H. SAVIDGE.
Newport, Isle of Wight.

ELECTRICITY SALARIES

"Many Grossly Underpaid"

IT is apparent that the summary of the views of members of electricity branches, published in the December journal, has been a little misleading, and I hasten to reassure "Company Employee 1" that my reference to salaries and conditions related to one company only. The question put to me was: "Do salaries and service conditions in your undertaking compare favourably with the conditions laid down in the local government Charter?" and the answer I gave was in accordance with the facts. My statement was qualified by the following: "The Charter scales would materially benefit some electricity employees, but bargaining must not be based on the conditions applying to those on the lower scales. This will not make for any improvement in what is already an efficient industry. The employees are proud of their industry and intend to do all in their power to improve its efficiency, thus they must be given an incentive."

It cannot be too strongly emphasised that many company employees are grossly underpaid. This in itself is not a good reason why they should not receive a little retribution when salary scales and conditions of service are ultimately negotiated.

S. W. & S. Central W. C. MARTIN,
Office Branch, Chairman,
Birmingham.

CHARTER FOR REGISTRARS

"Little Advantage"

YOUR article in the January journal on the application of the Charter to registration officers did little to brighten the lives of these "unhappy folk." After considerable delay, certain decisions have been communicated to local authorities, but the application of these decisions still rests with the authorities, and what will that application be by an authority which regards all Charter Grades as maxima? For example, a full time registrar of births, deaths and marriages, at present receiving £400 a year, could not receive less than £400 under the new proposals, but he could be offered a salary of £405, which, after deductions for income tax and superannuation, would leave him with a net increase of less than 1s. per week. And these proposed increases are the first since 1929! My colleagues and I maintain that our original request for a basic salary of £252 should have been adhered to, and no compromise made.

The absence of a legal employer is another thorn in the side of registration officers, and NALGO should be ashamed to admit that such a situation is allowed to exist. A determined effort, backed by the full power of NALGO, should be made without delay to have this and other grievances of registrars rectified.

REGISTRAR.

LOCAL GOVERNMENT EXAMINATIONS

Hope for Electricity Students

IN my article "The Promotion Examination and the Electricity Student," in your September issue, it was mentioned that an approach had been made to the Local Government Examinations Board to include "Electricity Supply—Practice Law and Accounts" as an optional subject to be taken under Group IV of the examination.

I regret to report that the Examination Board has now turned down the proposal and has suggested that electricity supply students taking the promotion examination be advised to include "Public Utilities" or an additional background subject for the fifth paper of the examination. This is most unsatisfactory. We sought to allevi-

ate the present position whereby an electricity student must take an examination composed almost exclusively of alien subjects. We asked the Board to permit him to include just one subject in which he had a genuine interest and which bore some faint connection with his professional career. But no! We must wait another year, perhaps two. I can, however, give a ray of hope. Strong efforts are being made to hasten the day when electricity staffs can study the subjects they most desire. It would not be wise to say more at the moment.

To all those electricity students taking the promotion examination next summer I say "Carry on. You may have little taste for some of your compulsory subjects, but you are attempting to conform with existing requirements. Your successors, I hope, will have a more pleasant task and will obtain more lasting benefits. But that is not your fault and I wish you the best of luck."

RONALD FORSTER.
Electricity Supply Adminis- Hon. Secretary
trative Association.

NALGO Examination Blow

IT is a grievous disappointment to many members who have "swotted" for the Association's own examination to find now that it is to be set aside; and it is cold comfort to them to learn that "their interests are being protected."

The examination was well devised to meet the practical everyday requirements of the clerical officer in all departments, and, given the backing and enthusiasm of Headquarters, would have been a respected qualification today, widely recognised as the standard examination to be passed by those seeking elevation from the "ranks."

Other associations and institutions, as their own examinations become more widely recognised and esteemed, gradually extend the scope of their syllabuses and improve and strengthen the standard of the examinations. NALGO, on the other hand, first reduced the status of its examination by taking away the qualifying designatory letters, and is now to abolish it. No seriously-minded officer would have studied for this examination had he thought that his efforts would end on the scrapheap.

40, Grove Street, R. L. GAY.
Retford.

"CHARTER AS MINIMUM"

What Has Happened?

I WAS pleased to learn last June that Conference had instructed the N.E.C. to take all possible steps to establish the Charter as a minimum upon which local improvements might be made. Since then, I have scanned every issue of LOCAL GOVERNMENT SERVICE expecting to find a progress report or at least a reference to action taken, but I have been disappointed.

Does this ominous silence indicate that the N.E.C. is either powerless or unwilling to implement a resolution which was carried by a large majority against its wishes?

LADY ANONYMA.

In an attempt to obtain evidence in support of the claim that acceptance of the Charter as a standard had imposed hardship, the N.E.C. asked branches for examples of worsened conditions as a result of its adoption. The number of examples revealed was so small that the N.E.C. decided to take no action, except on annual leave, which was already before the N.J.C.

Sanitary Inspector's Scales

WE were surprised to read in the footnote to Mr. H. W. Selley's letter last month that the National Joint Council had prescribed a salary scale for sanitary inspectors.

The only scale we have seen published is the unsatisfactory "interim" scale which was worded ambiguously, has been misinterpreted by many local authorities and is regarded as quite inadequate by the majority of sanitary inspectors, who have been patiently waiting a more acceptable scale. It is high time the special committee considering sectional scales came to a decision, and if it has recommended a new scale we should be glad to know what it is.

Health Dept., A. R. CLARKE.
Canterbury. R. G. GOODERSLEY.

The scale referred to in the footnote was the so-called "interim" scale. Proposals for a new scale are now before the National Joint Council.

Arbitration Victories—Council Must Adopt Disputes Committee Re-gradings

A CLAIM of outstanding importance to all local government officers was decided in NALGO's favour by the National Arbitration Tribunal on February 11.

Early last year, 23 officers of Brierley Hill urban district council appealed against the gradings given to their posts by the council under the Charter, but the council dismissed all the appeals, "having regard to the present financial position of the country." Thereupon NALGO, on behalf of the officers, appealed to the disputes committee of the West Midlands provincial council. The disputes committee found in favour of the claims of 22 out of 23 of the appellants and recommended that the improved gradings asked for should be effective from April 1, 1946.

The council, however, refused to adopt this recommendation and asked the Minister of Labour to refer the dispute to the National Arbitration Tribunal.

Eventually, NALGO reported a trade dispute and, in accordance with the normal appeals procedure, the Ministry referred the dispute to the National Joint Council, which in turn referred it to the West Midlands provincial council. That body decided on December 23 that "having regard to the decision of the urban district council, no good purpose would be served by this council pursuing the matter further," and so reported to the National Joint Council. All other means of settlement having thus been exhausted, the dispute was referred to the National Arbitration Tribunal.

At the hearing before the Tribunal, J. E. N. DAVIS, chief organisation officer for NALGO, argued that improved gradings recommended by the West Midlands disputes committee should be regarded as recognised terms and conditions of service for the officers concerned, and asked the Tribunal to require the council to adopt them. For Brierley Hill, it was submitted that grading was a matter for the council itself to determine in the light of its domestic knowledge and experience, that in fixing the grades it had taken account of the work and responsibilities attaching to each post, that there had been no worsening of conditions and that the disputes committee could not have given proper consideration to the appeals.

The tribunal found in favour of the Association's claim—with the result that Brierley Hill

decisions of a provincial council disputes committee are, in effect if not legally, binding upon a local authority and that, if a local authority refuses to give effect to them, the Association can use the conditions of the Employment and National Arbitration Order to enforce their adoption.

Rise for Gas Employees

Another victory was won by the Association last month, in a claim on behalf of employees of the Weymouth Consumers' Gas Co.

In February, 1947, the Association submitted a claim to the Company for improved salaries, but this was rejected on the ground that NALGO had given an undertaking to the Federation of Gas Employers that it would not negotiate locally in view of the plans to establish a National Joint Council for Gas Staffs. Delay in establishing this council, however, caused the Association to make a renewed approach in August, which was countered with the same reply.

Members of the staff were most dissatisfied with the salaries paid, and a trade dispute was declared at the end of September, 1947. Before this was heard, the Company granted all the staff increases of salaries, but would not agree to these increases being operated from the original date of application.

Ultimately, the Ministry of Labour and National Service referred the dispute to the National Joint Council for Gas Staffs, which had been constituted in the interval, and the dis-

putes committee of this council heard the claim in London on February 9. It awarded that the increased salaries should operate from July 1, 1947 instead of October 24, and that anomalies in the pay for meter collectors should be removed.

The case was of special interest in that it was referred by the Ministry of Labour under Article 2 (2) of the Conditions of Employment and Arbitration Order, which makes the award of the disputes committee binding on both parties.

Dismissed Women Reinstated

A third successful appeal was made against the decision of Weston-super-Mare borough council to dismiss eight women officers.

Since the council had based its decision neither on the grounds of inefficiency nor redundancy, the Association concluded that it was unwilling to pay the salaries to which, under the Charter, the women concerned were entitled.

After strong representations, the council agreed to pay Charter scales to all the women retrospectively from April, 1946, but refused to withdraw the dismissal notices served on two who held permanent appointments.

On their behalf, the Association reported a dispute, and the provincial joint council was invited to promote a settlement, pending which the borough council re-engaged the two women concerned on a week-to-week basis.

A disputes committee which heard their case on January 29, recommended that the dismissal notices be withdrawn and a special report on the women's services be prepared next January. The grading sub-committee of the borough council has accepted the recommendation with an unopposed modification.

A New Name for NALGO—Competition Result

FINDING a new name for NALGO more aptly descriptive of the fact that it now caters for officers in the about-to-be-nationalised electricity, gas, and hospital services, as well as in local government, has proved a popular parlour game. More than 150 readers entered suggestions for the competition announced in the January journal, and between them produced the astonishing total of 126 different titles.

Ideas ranged from long (National Association of Local Government and Trading Undertaking Officers) to short (National Civic Association); from cumbersome (Association of Clerical and Technical Individual Officers Nationally—a not too happy attempt to provide the initials ACTION) to snappy (National Association of Government Services), from idealistic (Integrity Guild) to slanderous (Society for Prevention of Injustice to Vicegerent Serfs, contracting to SPIVS), and from euphonious (Municipal and Utility Service Officers' National Association)—MUSONA—or National Association of Local Government Officers and Nationalised Industries Officers—NALGONIO to the frankly horrible SMOG (State and Municipal Officers' Guild) and ULGSO (Union of Local Government and State Officers).

Was it an arbitration-sickened APT officer who suggested NOES (National Organisation of Essential Services), Colonel Chinstrap who thought of NIPS (National Institution of Public Servants), Tommy Handley who submitted UPSE (Union of Public Service Employees), or an amorous Casanova who preferred LAPS (Local Administrators Protection Society)?

Many recognised the virtue of euphony in initials, giving us GASONA, NALAGO, LASUSA and NANILGO, while others ignored such irrelevant considerations, producing such tongue-twisters as FLGSO, MSOF, NALPSGO, and NLGOA. We had ANGLO and APSO, BARLAS and BESACASOU and CAUSE, FAGO and FAPTO, GLONA and LOGPUSA, NALGEGO, NAMRO, NAPO, NUGO and NUSSO, PEPA, and PUCA, SOLAAB and UPSO!

Many recognised the value of preserving the goodwill of the present initials, either as they stand, or in a recognisable variant, giving us National Association of Local and Government Officers, National, Associated, and Local Government Officers, and National Association of Legislative and Government Officers, all contracting to NALGO, and others providing such variants as NALGSEO, NALGGO, NALGOA, NALGOE, NALGOW and NARLGO.

Most popular was NAPSO (National Association of Public Service Officers) which found ten supporters in addition to those who have already suggested it in these columns, followed by NALGOO (National Association of Local Government and Other Officers) and NUPSO (National Union of Public Service Officers) with four supporters each, and ANALGO (Association of National and Local Government Officers), NAPULGO (National Association of Public Utility and Local Government Officers), and NLGOA (National and Local Government Officers' Association), each submitted by three.

Best of all, in our view, was Union of National and Local Government Officers, contracting to UNALGO. We like this because it is aptly descriptive, because it includes the word "union," stronger to-day than "association," because it is euphonious, because it retains the NALGO which is now a household word, and, best of all, because its first syllable suggests union—a union not only of members but of the new members in the nationalised services with the older ones in the local government service. The one criticism which can be levelled against it is that the employees of regional electricity, gas, and hospital boards will not strictly be "national" employees, and that the word suggests civil servants. That, however, has been met by the competitor, who suggests that if purists reject "national" it can be replaced by "nationalised," which, though less happy, is correctly descriptive of what has happened to their services. We therefore award the first prize to "E. A. S.," who submitted it, and the second to L. W. OVERALL, LESCO branch, for ANALGO (Association of National Authority and Local Government Officers) which is more accurately descriptive but misses the suggestion of unity of the first prizewinner.

WILLIAM ARMSTRONG, chairman of NESCO branch, submitted another version of UNALGO in Union of National, Associated, and Local Government Officers which would share the first prize on its initials, but just misses because of the rather doubtful inclusion of "Associated." He is awarded a consolation prize of half a guinea.

Obituary

We regret to report the deaths of: W. EXTON, chief clerk, borough treasurer's department, Grantham, founder member of the branch, and the honorary secretary from 1936 to 1944, after 45 years' service with the corporation.

G. JENKINS, architect to Abercarn U. D. and chairman of the local branch.



"You bet this is the cleansing department!"

urban district council is now required to place all the officers concerned on the improved grades recommended by the disputes committee with effect from April 1, 1946.

The case has an importance extending far beyond Brierley Hill. For, since the Association argued it not on the individual merits of each appeal, but on the principle that a provincial council disputes committee is the proper body to determine such appeals, and that the decisions of such a committee should be interpreted as recognised terms and conditions of employment enforced under the National Arbitration Order, the finding of the Tribunal amounts to acceptance of this claim. In other words, it means that

LET THE N.C.I. HELP YOU TO SUCCESS

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Sanitary Science.
Food Hygiene.
Inspectors of Weights and Measures.
Inspectors of Gas Meters.
College of Preceptors—Senior Certificate.

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UNIVERSITY**

JUNE 19th—JUNE 26th

Further particulars of the English Summer School can be obtained from the General Secretary, 1, York Gate, Regent's Park, London, N. W. 1. and of the Scottish Summer School from the Scottish Office, 67, West Nile Street, Glasgow. C.1.

A NALGO DIARY

By "ABINGDON"

Public Relations Institute Launched: Londoners Protest Over Award

BRITAIN'S first Institute of Public Relations, in the creation of which several members of NALGO have played a leading part, was formally inaugurated at a mass meeting in London last month.

The idea of the Institute had its origin in the meetings of municipal public relations officers held at Headquarters every month to exchange ideas and experiences and to discuss plans and methods. Recognising the value of extending those meetings to a wider field, the municipal P.R.O.s got in touch with some of their colleagues in government departments, in commerce and industry, and in the professions, and a meeting of about 100 last April warmly approved the suggestion and appointed a committee of 16 to draft a constitution.

This has now been done, and on February 10 the constitution was approved, the first council appointed, and the Institute was in being. Sir Stephen Tallents, K.C.M.G., formerly Director of Public Relations at the Post Office and the B.B.C., is the first president, and the Council of 18 includes no fewer than five local government P.R.O.s—A. K. Vint, Hastings (hon. treasurer); A. McLoughlin, Middlesex C.C.; T. F. Usher, Manchester, and R. L. B. Wimbush, Westminster, with Alec Spoor, NALGO P.R.O., as honorary secretary. Other members of the Council include R. S. Forman, London Press Exchange (Vice-President); B. P. Barker, Ministry of Works; T. Fife Clark, Ministry of Health; Alan Hess, Austin Motors; E. K. Holmes, P.L.A.; L. H. Hornsby, Ministry of Labour; Maj.-Gen. R. Edgworth-Johnstone, War Office; E. G. Ogilvie, International Wool Secretariat; John Pringle, B.M.A.; E. Rawdon Smith, Edmondson's Electricity Corporation; W. J. Seymour, Vauxhall Motors; and Geoffrey Young, National Playing Fields Association.

Primary objects of the Institute are to bring together all engaged in public relations for the interchange of views and experience and for mutual consultation and advantage, and to encourage and foster the observance of high professional standards. In fulfilling these objects, the Institute plans to arrange meetings, discussions and conferences on matters of common interest, to act as a clearing house for the exchange of ideas on public relations practice, to form sectional or regional branches or groups, to issue a journal and other publications, to establish a library, to bring to the knowledge of its members organisations wishing to employ public relations officers, to consider the institution of examinations or other suitable tests of professional competence, and generally to undertake all activities likely to be of benefit to the practice of public relations, and the interests of its members.

Full membership is confined to full-time salaried public relations officers, but provision has been made for admission to a special class of "student members" of persons who—like many NALGO branch P.R.O.s—are interested in the subject and are considering taking it up professionally. The present annual subscription for full members is £3 3s. a year, and for student members 10s. 6d. In addition, non-members of the Institute will be entitled to subscribe to its publications and to attend meetings and conferences it may arrange.

Already, more than 150 P.R.O.s, including practically all those employed by local authorities, have applied for membership, and the Council has begun planning a programme of activities. NALGO members, interested should write to the honorary secretary, Alec Spoor, Public Relations Officer, NALGO, 1, York Gate, Regent's Park, London, N.W.1.

Metropolitan Protest Meeting

Dissatisfaction with the inadequacy of the present London weighting and the recent consolidation award, was to be expressed by J. B. McCann, of the L.C.C. branch and a member of the National Executive Council, at a mass meeting arranged by the "bonus and London weighting increases sub-committee" of the Metropolitan district committee at Kingsway Hall, London, on February 26.

This number of LOCAL GOVERNMENT SERVICE went to press some days before the meeting was held, but we understand that Mr. McCann intended to move a resolution demanding "an immediate substantial increase in the London weighting and an early upward revision of the consolidated salary scale to eliminate the adverse conditions in which local government officers are placed."

P. P. ROSENFELD, public relations officer, Ilford branch, and chairman of the district recruitment and organisation sub-committee, intended to support the motion. The chair was to be taken by T. D. BRADFORD, Hampstead, district committee, vice-president.

L. G. LAMBE, Croydon, secretary of the sub-committee, said before the meeting that the primary aim was not to criticise the Government for its wages policy, nor the N.E.C. for its failure to get more out of the arbitration, but to condemn the excessive delay in Whitley negotiations and to protest against the "unWhitley-like" spirit of the employers. The sub-committee also planned to hold a conference with representatives of all other NALGO districts to discuss a common programme and to test the extent of support nationally for the Metropolitan district's move.

Continental Holidays?

SINCE the Government announced the lifting, this summer, of the ban on Continental holidays, Headquarters has been snowed under by inquiries from members eager to arrange trips abroad with NALGO's help. The Association is hoping to plan such holidays, if possible, to France, Belgium, Holland, Switzerland, and Italy, but definite arrangements cannot be made until the Government announces the countries to which travel will be allowed. In the meantime, members interested should send a postcard to the Special Activities Department, 1, York Gate, London, N.W.1, so that programmes may be sent to them as soon as they are available.

Holiday Centre Vacancies

At the time of going to press, there are still a few vacancies at the NALGO holiday centres at Cayton Bay, near Scarborough, and at Croyde Bay, N. Devon, from May 15 to the end of June, and in September. Members wishing to reserve accommodation during these times should apply at once, since as from the beginning of this month, non-members are permitted to book for May and June.

No Shortage in Ties

Good quality uncreasable art silk ties in NALGO colours—red, white, and two shades of blue—are now on sale at Headquarters, 1, York Gate, Regent's Park, N.W.1, at 7s. 6d., and one coupon.

Please Claim!

If W. P. STANLEY WOOD, late of Maldon, cares to inform me, in his own handwriting, of his present address, I shall be happy to pass on to him a small sum of money that belongs to him.

International L. G.

The journal of the International Union of Local Authorities is being revived. Members who, before the war, followed in its pages the achievements of many countries in public services and who wish to renew their readership, are advised to become members of the Union at an annual subscription of £1 15s. 3d., which will entitle them to free copies. The journal is printed in French and English. Members wishing to join should write first to Headquarters, which will send them an application form and tell them how the subscription should be paid.

Three More Honours

I have been informed of three additions to last month's list of fourteen members included in the King's New Year Honours. Each was made an M.B.E. They are:

H. EDRIDGE, cleansing superintendent, Chesterfield.

C. G. MORRIS, borough treasurer, Wrexham.

R. WHITWORTH, Shops Act inspector, Sheffield.

£26,000 for "Knole Lodge"

ANOTHER 29 branches had, by January 31, raised six shillings per member for the £40,000 NALGO Convalescent Home War Memorial appeal to buy and equip "Knole Lodge," Bournemouth. They are Bermondsey, Bootle, Bridgnorth, Cleethorpes, Croydon, Derbyshire, Dukinfield, Eastleigh, Gateshead, Haverfordwest Borough, Halifax, Hemel Hempstead, Hythe, Leatherhead, Llanely, L.H.C.J.E.A., Mitcham, Omgore and Garw, Rutland, Saffron Walden, Settle, South Shields, Sunderland, Swanscombe, Thornton Clevels and Poulton, Walton-le-Dale, Warrington, West Bromwich and Worsley. The total raised so far now tops £26,000.

More P.R. Posies

MY public relations posies, bestowed upon those doing outstanding work in furthering NALGO's public relations policy, go, this month, to:

Tottenham information department, for the publication of "Tottenham Calling," the latest newcomer to the growing family of corporation news sheets. Planned to reveal the stories behind Council decisions, it aims at a really personal appeal. Chairmen of committees and other members of the council will talk to the public through its pages, and officers will explain how their departments work.

Hastings branch, for its successful experiment with a new technique in local government in talks presentation. Under the title of "Birth to Death," eight officers delivered a composite 95-minute lecture, each speaking for ten minutes on the part played by his own department in the life of the citizen.

A commentator introduced the programme, and effectively maintained the continuity of the theme. "House Full" notices testified to the popularity of the feature.

Weston-super-Mare borough council, for a brilliantly simple device to attract ratepayers to its meetings. Finding the public gallery rarely filled, the town clerk inserted an advertisement in the local paper announcing the date and time of the meeting, and saying that members of the public would be admitted by ticket only, obtainable from the town hall two days before. Result—twice as many people asked for tickets for the first advertised meeting as the gallery would hold!

Congratulations to:

S. M. COLLINS, assistant town clerk, Lichfield, on his resignation from honorary secretaryship of the branch since its inception in 1929.

T. M. MARTIN, assistant town clerk, Stafford, on relinquishing the secretaryship of the branch after 23 years.

H. S. SHERWIN, Nottingham, one-time chairman of the East Midland district council, member of the provincial joint council, assistant secretary of the branch, on his resignation after 18 years as branch honorary treasurer.

Your Pass Books Wanted!

The audit of pass books of the NALGO Building and Provident Societies for 1947 will begin this month. Shareholders and depositors in the Building Society and contributors to the various schemes of the Provident Society should hand their pass books to their local correspondent for bulk consignment or, if they prefer, send them direct to NALGO, 1, York Gate, Regent's Park, London N.W.1, in accordance with the following programme, the order of which differs from that of last year:

South Eastern, Southern, South Western, South Wales and Scottish districts—before April 10.
Metropolitan district—between April 12 and May 22.

North Western and North Wales and North Eastern districts—between May 12 and July 3.
Yorkshire, East Midland, West Midland and Eastern districts—between July 5 and July 31.

To avoid inconvenience caused by the protraction of the audit, members should ensure that their books are sent within the period prescribed.

Correction.—My colleague "YORK," whose column on electricity branch activity is crowded out this month, asks me to correct the statement made last month that Northmet branch had been recognised by the company. It was, unfortunately, premature.

Distinguished Contributors

Some of the leading writers of the day are among the contributors to the Regent Institute's well-known Postal Course in Effective English and Personal Efficiency.

The new Course, which is based on many years' experience with students in all parts of the English-speaking world, offers complete training in the art of effective expression.

Effective ENGLISH

For Ambitious Men and Women

Good English gives you CONFIDENCE

Striking Letters from Students

The many letters on file at the Regent Institute testify to the substantial benefits obtained by students who have taken the Postal Course in Effective English and Personal Efficiency. A few extracts:

"The Course has given me more confidence in my abilities. It has been throughout a source of interest and enjoyment. I shall keep the lessons and refer to them whenever I doubt or need of encouragement."

"I wish to express my gratitude for all that I have learned, and for the fact that I now have greater confidence in myself and in my future. I am no longer afraid to express myself in company."

"I regard this Course as a very good investment. Outstanding among the benefits I have derived is the confidence I now feel in my ability to express myself clearly and correctly. I believe that when I decided to embark upon this Course, I made a very real step towards the attainment of my ambition."

"I should like to thank my tutor for the splendid help given."

"I recommend this Course to anyone, irrespective of age or station. It may use my recommendation in any way which will bring this valuable course of study to the notice of the public."

The Course for Busy People

Not only ambitious workers of all ages but professional men and women among those who recognise the value of the original and stimulating system of training offered by the Course in Effective English and Personal Efficiency.

They are mostly busy people, and they think that the Regent method meets their need for clear, fascinating instruction that can be mastered in the odd minutes of the day.

The main subjects covered by the instruction are:

- How to Increase Your Vocabulary.
- How to Make Your Letters Interesting.
- How to Converse Fluently.
- How to Speak in Public.
- How to Develop Literary Taste.
- Everyday Errors in English.
- Words Commonly Misused.
- Words Frequently Mispronounced.
- How to Punctuate Correctly.

Is Your English a Handicap?

By HUGH DRAYTON

THOUSANDS of men and women are handicapped because they cannot speak and write English correctly.

Every day you may be committing mistakes which depreciate you in the eyes of others. Are you sure of your spelling? Do you stumble over pronunciation? Is your grammar sound? Can you depend upon your English not "letting you down"?

There is a method by which you can guard against embarrassing blunders—the method embodied in the uniquely planned Postal Course in Effective English and Personal Efficiency conducted by the Regent Institute. Consider these distinctive features of the tuition:

- (a) You learn the things that you need to know.
- (b) Everything is explained with the utmost simplicity.

(c) You are not required to memorise tedious lists of rules.

Not only do you learn how to avoid the errors that are most commonly made in the use of English, but you are shown how to increase your vocabulary and how to express yourself persuasively and forcefully.

The tuition is within the reach of all; the moderate fee can be paid by convenient instalments.

"Word Mastery," the prospectus of the Course, explains fully the importance of good English to you, and describes how you can acquire the power of vivid and fluent expression—at the cost of a few minutes' study a day. This interesting booklet, which can be obtained free from the Regent Institute, should be in the hands of every ambitious man and woman,

Read these Questions

- Do you suffer from a weak vocabulary?
- Have you difficulty in expressing yourself?
- Do you fail to influence others?
- Are you a poor conversationalist?
- Do you commit embarrassing errors in speech and writing?
- Are you unable to make your points effectively?

For these and similar weaknesses the Regent Course in Effective English and Personal Efficiency provides a thorough remedy.

"The Best Investment I Ever Made"

THE Regent way to the mastery of English is the sure way and the swift way.

The Effective English Course is so planned that you make definite progress from the very first lesson. The tuition will show you how to speak and write correctly and to use words fluently and expressively. It will give you confidence and enable you to make the right impression on others.

This unique Course, which has gained widespread recommendation,

is within the means of everyone. Many students say that the moderate fee is the best investment they have ever made: many others write—"My only regret is that I did not take the Course sooner." Hundreds of people have told the Regent Institute what a stimulating and helpful influence this tuition has been in their lives.

Write to-day for particulars of the Effective English Course and learn what real and lasting benefit you can gain from it and how friendly and thorough is the method of tuition by post. All correspondence confidential.

"Words are Tools"

"Words are tools, the most amazing and important yet invented by the human brain. Lack of them may be as fatal to your progress in certain endeavours as leaden feet or untutored hands would be in other endeavours. Lack of knowledge of how to use words is as great a handicap to a writer or speaker as is ignorance of how to combine bricks and mortar to a mason."—The late GEO. A. DORSEY (a famous psychologist).

Be a Master of English

Why Language-Power is Vital

POST the COUPON TO-DAY

SUCCESS in almost every walk of life is dependent upon the ability to use the right word at the right time.

"In all the transactions of business the advantage lies with the man who knows the proper use of words," writes one of the well-known business men who have contributed striking messages to the Regent Institute's prospectus, "Word Mastery."

Have you ever realised that people are influenced by your manner of speaking and writing? If you fumble for words or make grammatical slips you are constantly giving an unfavourable impression of yourself.

The Regent Institute has evolved a system of instruction by means of which anyone of ordinary intelligence can be taught to express himself with clarity and force. The Course develops the qualities that make for success everywhere—clear thought, apt presentation of ideas and the ability to capture attention.

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Address

SCOTTISH NOTES

Scots Framing "Equal Increase" Proposals : Perth Conference : New Committees

TWO important events have cast their shadow over Scotland—the consolidation award of the National Arbitration Tribunal in England, and the grave pronouncements by Sir Stafford Cripps, Chancellor of the Exchequer, at Edinburgh.

The local government service, whether in England, in Wales, or in Scotland, must be treated as a whole and uniform conditions provided. The staff side of the Scottish Joint Industrial Council—the body responsible for settling pay and conditions for officers in Scotland is now framing proposals, and an application will be submitted to that Council when it meets this month. Government policy as laid down in the White Paper and amplified by the Chancellor has caused a stir of apprehension among our members. The changed economic conditions will affect local government in many ways, and officers recognise that they have a responsibility to their authorities and to the Government, and that it is their duty to co-operate with all other workers in promoting the national interest. But that does not mean that they should be denied similar conditions to those enjoyed in England. Because Scotland has its own national negotiating council, the recent arbitration award to those south of the Border does not apply to those north of it; had we been part of the English machine, our members would have received the improved scales from January last.

The Tribunal's decision was made known some days before the White Paper was issued—in the light of the employers' submission that any increase beyond that proposed by them was not justified and would be contrary to general policy in the present state of the country's economy. But it is reasonable to claim that the J.I.C. should amend the Scottish Charter in no less favourable a manner than the National Arbitration Tribunal has amended that for England and Wales.

Second District Conference

The Scottish Conference is not only a preliminary, in Scottish eyes, to the Association's annual conference, but is an occasion for formulating district policy, and a training ground for future district leaders. This year's meeting, at Perth, last month, amid ideal surroundings, was to be opened by J. URE PRIMROSE, Lord Provost of the city. Unfortunately, since LOCAL GOVERNMENT SERVICE went to press before delegates met,

no report of the proceedings can be given in this number, but it was apparent from the agenda that the business at the conference would be divided between matters of domestic interest and those for reference to the Bournemouth Conference in June. The J.I.C. was to be "gingered up" and the Association urged to hasten the provision of negotiating machinery for the nationalised services. Fortunately, as reported on other pages, we were able to advise the Conference that this machinery was actually being established.

A motion for the incorporation of the J.I.C. within the framework of the English Council was expected to find stalwart supporters in Glasgow and Renfrewshire. Higher commencing salaries and automatic progression to Higher Division 1, the elimination of the "grouping" of local authorities for pay scales, the amendment of the 1937 Superannuation Act to provide as favourable a scheme as that available to the National Health Services, all promised good debating ground. A scheme for rationing accommodation at the Association's holiday centres, advocated by Greenock, appeared worthy of wider support at Bournemouth.

The district conference may well prove to be a necessary feature of our future organisation. Its value lies in developing an individual interest in Association policy and bringing the members into closer touch with realities.

Consultative Committees

As a result of the recommendation of the National Executive Council to provide separate machinery for the nationalised services, the district executive has approved the appointment of consultative committees for gas, electricity, and health staffs. Each gas and electricity branch, whether "company" or "city," will be invited to appoint one representative to the consultative committees. The health consultative committee will include a representative from each of the voluntary hospital staffs in membership together with adequate representation of local authority health services. Details have been circulated and early meetings are to be arranged.

Summer School

The Secretary of State for Scotland is to be invited to open the Scottish summer school at St. Andrews from June 19 to 26. The syllabus is being prepared and will be circulated shortly.

Good Progress With Whitley Machinery For Health Staffs

THE Association is giving every assistance in the complicated process of creating negotiating machinery for the health services and tuning it for action by July 5—vesting day for the National Health Act—when it will assume the task of settling pay and conditions for four groups of non-manual workers in these services. Latest developments in the formation and organisation of a "functional" council for each group are:

Administrative and Clerical—Organisations on the staff side have been given an opportunity to claim more seats and have been asked to submit statements of their memberships in appropriate grades. NALGO's representative, HADEN CORSE, deputy general secretary, has been elected to the executive committee of the council and has been asked to assist the chairman and secretary in drafting a constitution. There are to be three sub-committees—one each for (a) hospital administrative staff (including all administrative officers of the Regional hospital boards, boards of governors of teaching hospitals, and hospital management committees), (b) executive council administrative staff, and (c) hospital authority and executive council clerical grades.

Professional and Technical A—The deputy general secretary, with J. E. N. Davis, chief organisation officer, represented NALGO at the first meeting of the provisional staff side on February 20. The constitution of the council and representation to it are under consideration.

Professional and Technical B—NALGO has

two seats, including the provisional chairmanship, on the staff side of the council and will also occupy eleven of the 46 seats on the four new sub-committees, allotted as follows: medical laboratory technicians three; dental technicians two; dispensers four; and hospital engineers two.

Nurses and Midwives—A provisional advisory committee—set up to safeguard nurses' and midwives' interests until their functional council gets into its stride—held its first meeting on February 17. There will be twelve organisations on the functional council and the full staff side is expected to occupy 41 seats, of which four will be allocated to NALGO. Under the main council there will be five separate vocational panels for nurses, midwives, and public health, mental, and nursing staffs, and each panel may be further sub-divided. The panel for nurses, for example, will be divided into sub-panels dealing with domiciliary nurses, male nurses, and assistant nurses.

House Exchange

PLYMOUTH—3-room, s.c., upstairs flat with kitchenette, bathroom and garden for similar within reasonable travelling distance of Westminster—H. G. O.R., 16, Tennyson Road, London, E.15.

UPMINSTER—new semi-det., 3-bed., house for similar N.W. London—Bagshaw, 51, Ashvale Gardens, Cranham, Upminster.

LIVERPOOL—rented house with garage, garden, and telephone, for house, bungalow or cottage, with garden, Surrey, Dorset, Wiltshire, or Wexham—L. G. O.R., 16, Tennyson Road, Liverpool, 14.

LEICESTER—semi-det., freehold, 3-bed., house for similar near Hertford—Bowler, 29, Kinloe Avenue, Kirby Muxloe, Leicester.

EDUCATION NEWS

Harder Work Ahead For Students

MOST important educational news of the year is undoubtedly the publication—reported another page—of the list of established examinations recommended as alternatives to the promotion examination, to qualify the general-grade promotion to a higher division.

While most will agree with the Local Government Examinations Board that the service will benefit by its officers acquiring a thorough general knowledge of its activities rather than specialising too early, in the work of one department, the proposed method of inducing officers to acquire that background by withholding recognition for the intermediate certificates of specialist examination bodies is hardly likely to be popular. The result, therefore, would be a tendency to abandon plans for a specialist qualification, involving three, four, or five years' study before attaining the certificate which will open the way to promotion and instead to take the short cut of the promotion examination which, it is thought, the energetic student will be able to pass in one year. That would be a short-sighted policy, for, while a promotion examination may lead out of the General Division, possession of its certificate will not take anyone much further along the road. For the ambitious officer, the longer preparation for a final certificate offers surer prospects of promotion to a better job and a satisfactory salary—and, as our leading article this month emphasises—provides the key to better standards all round.

This does not, of course, apply to the old officer who has passed—or considers he has passed—the studying age. Such may, however, obtain relief when the National Joint Council reaches a decision on the motion approved at Conference last year, and now being considered that officers who, on April 1, 1946, were 35 or had 15 years' service, should be exempted from the promotion examination.

Advice to Students

Students for the May promotion examination should make up their minds to cover, by the end of March, all the courses for subjects in which they intend to sit, reserving the whole of April for careful revision—such was the advice given to NALGO Correspondence Institute students in a message from their director of studies, F. H. SMITH, LL.B., D.Litt., clerk to Woking U.D.

University Courses

Oxford University has decided to admit a small number of local government officers for the Oxford Diploma in Public and Social Administration provided that:

They attend extra-mural classes arranged by the extra-mural delegacy and approved by the social training delegacy, for three winter sessions;

They can be in full time attendance at Oxford for not less than two terms—normal summer terms—during the three-year course.

They submit to the customary interview at test.

Members interested should first write to the Education Office, NALGO, 1, York Gate, Regent's Park, N.W.1.

Lunch-Time Lectures

Officers, and probably councillors, too, of Notts C.C. will be studying local government in a series of lunch-time lectures in the shire hall if a proposal of the joint committee is adopted. The county clerk and chairman of the staff side of the joint committee would make all necessary arrangements. The same authority, one of the most advanced in the country on post-graduate training, has drawn up regulations for the library of text and reference books for which, to help its officers qualify for promotion, it recently raised £1,000. Copies of the regulations may be had from NALGO, 1, York Gate, Regent's Park, N.W.1.

Ballot Paper—Solution

Strictly speaking, the voting paper appearing on page 49 should have been ruled invalid, but the returning officer considered it obvious from the pen marks against numbers 1, 3, 4 and that they were the original crosses, he would have been justified in allowing the vote.



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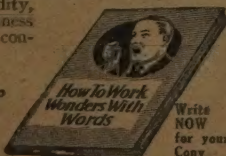
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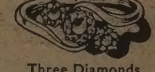
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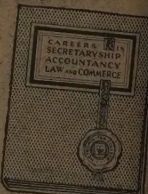
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